

**Perth Amboy Board of Education**  
**REGULAR MEETING**  
May 7, 2025 – 5:30 p.m.  
**Perth Amboy High School**  
**931 Convery Boulevard**

**AGENDA**

1. Call to Order – President González
2. Pledge of Allegiance
3. Notice of Meeting  
“The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of the Act, the Perth Amboy Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the bulletin board in the Administrative Headquarters Building, mailing notices to The Home Tribune, El Diario/La Prensa, City Clerk Kupsch, as well as all other persons requiring notification pursuant to the New Jersey Open Public Meetings Law.”
4. Roll Call – Mr. Michael LoBrace, School Business Administrator/Board Secretary
5. Student Representative – Mr. Angel Cruz
6. Presentations:
  - Dual Language School Plan – Ms. Lillianne Cruz-Argemil, Director of Bilingual, ESL & World Languages
  - Graduation Requirements Policy – Ms. Katelyn Tivald, Director of School Counseling and Related Services.
  - Summer School 2025 – Ms. Jamie Richardson, Director of Curriculum and Instruction & Dr. Courtney Pepe, Director of Instructional Technology.
7. Meeting open to the public for discussion of agenda items and non-agenda items. There will be only one public participation session at this meeting.

At this time, comments are invited on any matter. Public participation shall be governed by Policy No. 0167. Anyone wishing to address the Board, please state your name, municipality of residence and group affiliation. Each statement made by a participant shall be limited to three minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. All statements shall be directed to the presiding officer. No member of the public may address or question board members individually. Although the Board encourages public participation, it reserves the right, through its presiding officer, to terminate remarks to and/or by any individual not keeping with the conduct of a proper and efficient meeting. The Board discourages the public from speaking negatively about any employee, administrator, or student. Individuals can be held personally liable for defamatory or libelous statements made at public meetings. The Board bears no responsibility for comments made by members of the public. Comments regarding employees, administrators or students cannot be legally responded to by any member of the Board or administration.

Motion to close Public comments.

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

8. **WHEREAS**, pursuant to N.J.S.A. 10:4-12 (b), the Board of Education may exclude the public from that portion of a public meeting wherein the board discusses any of the matters set forth at N.J.S.A. 10:4-12 (b) (1) -(9);

**NOW, THEREFORE, BE IT RESOLVED** that in accordance with the provisions of the Open Public Meeting Act ("Act"), the Board of Education shall conduct a closed session pursuant to the provisions of N.J.S.A. 10:4-12(b) for the purpose of discussing the following matter(s):

- ☐ Matters rendered confidential by state or federal law
- ☒ Personnel
- ☐ Student(s) – Harassment, Intimidation & Bullying
- ☐ Termination of employee
- ☐ Appointment of a public official
- ☒ Matters covered by the attorney-client privilege
- ☐ Pending or anticipated litigation
- ☐ Pending or anticipated contract negotiations
- ☐ Protection of the safety or property of the public
- ☐ Matters involving the purchase, lease or acquisition of real property with public funds
- ☐ Matters which would constitute an unwarranted invasion of privacy
- ☐ Matters in which the release of information would impair a right to receive funds from the United States Government
- ☐ Matters concerning collective negotiations and/or the negotiations of terms and conditions of employment of employees of the Board of Education
- ☐ Possible imposition of a civil penalty or suspension
- ☐ Any matter which could adversely affect the public interest if discussion of the matters were disclosed

It is anticipated that the length of time of this executive session will be \_\_\_\_\_ minutes, and that action may be taken in public after the executive session.

Motion to enter Executive Session

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

Motion to close Executive Session

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

9. Amendments/revisions to the agenda.
10. Approval of Minutes of Regular Meeting held on April 10, 2025.  
Approval of Executive Session Minutes of Meeting held on April 10, 2025.
11. Approval of the Bills List for May 8, 2025 and the following payrolls:

Dates	Amounts
April 15, 2025	\$6,703,632.96
April 30, 2025	\$6,481,765.01

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded



12. Correspondence

A. State Department of Education (Copies distributed to Members of the Board)

- 1). Letters received from the Teacher's Pension and Annuity Fund approving the applications for Service Retirement for the following individuals with the following effective dates:

Non-applicable

- 2). Letter received from the Public Employees' Retirement System approving the application for Service Retirement for the following individual with the following effective date:

Non-applicable

13. Reports

A. Board Secretary – Mr. Michael LoBrace

- 1). Report of Bid Opening held on March 28, 2025. **(Specified in Attachment)**
- 2). Secretary's Monthly Financial Reports for the month of March 2025.
- 3). Treasurer's Monthly Financial Reports for the month of March 2025.

Acceptance of the Reports of the Secretary's and Treasurer's as submitted and as being in agreement for the month of March 2025.

Acceptance of certification from the Board Secretary that no major line item has been over-expended for the month of March 2025.

B. Board President's Report – Ms. Marisol González

C. Superintendent's Report – Dr. David A. Roman

CUR-14). Recommendations of the Superintendent of Schools

Curriculum Committee – Mr. Michael George, Chairperson

- 1). Approval for the following Field Trips: **(Specified in Attachment)**
- 2). Approval for 40 multilingual middle and high school students to participate in Project Adelante for 16 days during the summer from July 7 – July 31, 2025 and 23 Saturdays during the 2025-2026, at a cost not to exceed \$122,984.00, under the supervision of Ms. Lillianne Cruz-Argemil, Director of Bilingual, ESL & World Languages, funded through Title III Federal account numbers: 20-243-200-500-0-0000-40, 20-245-200-500-0-0000-40, 20-245-100-500-0-0000-40, 20-245-100-101-1-0000-40, 20-243-100-500-0-0000-40, 20-243-100-101-1-0000-40.
- 3). Approval to renew Learning Ally Inc. an online audiobook library in English and Spanish for the 2024-2025 school year, for students in grades PreK-12, at no cost to the district, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction.
- 4). Approval to conduct the Adult School Program at the Education Center for the 2025-2026 school year, at a cost not to exceed \$499,914.00, under the supervision of Mr. Francisco Velez, Assistant School Business Administrator, funded through Title I and Title II account numbers 20-231-100-101-1-0000-20, 20-619-100-101-0-0000-00, 20-619-100-101-1-0000-00, and 20-619-100-101-2-0000-00, pending 2025-2026 grant approval.
- 5). Approval to affirm the Superintendent's decision regarding the following HIB cases as founded and to approve the Superintendent to transmit a copy of the Board's decision to the affected students' parents HIB case numbers: **(Specified in Attachment)**
- 6). Approval to affirm the Superintendent's decision regarding the following HIB cases as unfounded and to approve the Superintendent to transmit a copy of the Board's decision to the affected students' parents HIB case numbers: **(Specified in Attachment)**

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

**PER-15). Recommendations of the Superintendent of Schools**

**Personnel Committee – Ms. Marisol González – Chairperson**

**Note: All appointments of district staff are contingent upon satisfying the requirements of the New Jersey Criminal History Background Check Status.**

**1). Approval of the following requests for a Leave of Absence:**

	<b>Name (Last, First)</b>	<b>Reason</b>	<b>Position</b>	<b>Location</b>	<b>Date Effective</b>	<b>End Date</b>	<b>Notes</b>
a.	Cano, Nicholas	Medical Leave	School Counselor	PAHS	3/13/25	4/15/25	3/13/25 – 3/31/25 Utilizing sick days 4/1/25 – 4/15/25 Without out pay
b.	Hansen, Michael	Extension of Medical Leave	Teacher	PAHS	4/1/25	5/15/25	Extension of Medical Leave without pay
c.	Santiago, Emily	Medical Leave	Level I Secretary	School 7	3/26/25	4/16/25	Utilizing sick days
d.	Rodriguez, Jose	Medical Leave	Custodian	Ignacio Cruz E.C.C.	3/31/25	4/11/25	Utilizing sick days
e.	Tavarez, Emelina	Medical Leave	Level II Secretary	Admin. Bldg.	4/2/25	7/1/25	Medical Leave without pay
f.	Gamino, Giannina	Medical Leave	Teacher	Ceres School	3/31/25	4/28/25	Utilizing sick days
g.	Rojas, Yolanda	Medical Leave	Paraprofessional	Ignacio Cruz E.C.C.	4/28/25	6/25/25	Medical Leave without pay
h.	Meza, Gisselle	Medical Leave	Paraprofessional	Flynn School	3/21/25	4/21/25	Medical Leave without pay
i.	Gibbons, Beverly	Revision of Medical Leave	Bus Driver	Transportation Dept.	3/26/25	6/26/25	Medical Leave was cancelled
j.	Gerardi, Nicole	Extension of Medical Leave	Teacher	Ignacio Cruz E.C.C.	4/1/25	4/25/25	Extension of Medical Leave without pay
k.	Morel, Ysabel	Medical Leave	Lunch Aide	Ignacio Cruz E.C.C.	3/26/25	5/2/25	3/26/25 – 4/4/25 Utilizing sick days 4/7/25 – 5/2/25 Without pay
l.	Mezzacappa, Nicole	Medical Leave	Teacher	Hmieleski E.C.C.	3/10/25	6/20/25	Medical Leave without pay
m.	Cavanaugh, Gregory	Intermittent Medical Leave	Supervisor	Admin. Bldg.	3/28/25	6/27/25	Intermittent Medical Leave utilizing sick days
n.	Martinez, Andres	Medical Leave	Custodian	Hmieleski E.C.C.	4/2/25	6/6/25	Utilizing sick days
o.	Pretico, Grazielle	Maternity Leave	Teacher	Flynn School	3/31/25	6/30/26	3/31/25 – 4/29/25 Utilizing sick and personal days 4/30/25 – 6/26/25 Without pay Extension of Maternity Leave 9/1/25 – 6/30/26 Without pay



**PER-15). Recommendations of the Superintendent of Schools**

**Personnel Committee – Ms. Marisol González – Chairperson**

**1). Approval of the following requests for a Leave of Absence: (Continued)**

	<b>Name (Last, First)</b>	<b>Reason</b>	<b>Position</b>	<b>Location</b>	<b>Date Effective</b>	<b>End Date</b>	<b>Notes</b>
p.	Johnson, Aimee	Revision of Maternity Leave	Teacher	Hmieleski E.C.C.	3/28/25	11/26/25	Revision of Maternity Leave From: 4/28/25 – 6/9/25 Utilizing sick and personal days 6/10/25 – 11/26/25 Without pay To: 3/28/25 – 5/2/25 Utilizing sick days 5/5/25 – 6/26/25 Without pay Extension of Maternity Leave 9/1/25 – 11/26/25 Without pay
q.	Bedir, Nagla	Maternity Leave	Teacher	PAHS	6/2/25	12/31/25	6/2/25 – 6/26/25 Utilizing sick and personal days 9/2/25 – 12/31/25 Without pay
r.	Andrade, Melissa	Maternity Leave	Vice Principal	Richardson School	5/5/25	9/26/25	5/5/25 – 7/3/25 Utilizing sick days 8/4/25 – 9/26/25 Without pay
s.	Hernandez, Angela	Revision of Maternity Leave	Teacher	Patten School	4/28/25	10/29/25	Revision of Maternity Leave From: 5/5/25 – 6/13/25 Utilizing sick and personal days 6/16/25 – 11/14/25 Without pay To: 4/28/25 – 6/6/25 Utilizing sick and personal days 6/9/25 – 10/29/25 Without pay
t.	Livesey, Kelly	Revision of Maternity Leave	Teacher	Shull School	3/30/25	6/26/25	Revision of Maternity Leave From: 4/28/25 – 6/26/25 Without pay To: 3/30/25 – 6/26/25 Without pay
u.	Grade, Connor	Family Leave	Teacher	Hmieleski E.C.C.	3/24/25	6/13/25	Family Leave without pay
v.	Puntiel, Alberto	Family Leave	Custodian	Flynn School	4/22/25	5/30/25	Family Leave utilizing sick days
w.	Rodriguez, Yaniry	Family Leave	Custodian	Shull School	4/14/25	5/30/25	Family Leave utilizing sick days

**PER-15). Recommendations of the Superintendent of Schools**

**Personnel Committee – Ms. Marisol González – Chairperson**

2). Acceptance of the following resignations for the purpose of retirement:

	Name (Last, First)	Position	Location	Effective Date
a.	De Marzo, Lucille TCR.DIS.SPED.HS.150	Sp. Ed. Teacher	PAHS	July 1, 2025
b.	Correnti, Maribel SEC.MCG.MIDD.58.02	Secretary	McGinnis School	July 1, 2025
c.	Vivian Irizarry AID.RML.PARA.K4.05	Paraprofessional	Lopez School	July 1, 2025
d.	Zulin, Patricia AID.DIS.SPED.58.77	Paraprofessional	McGinnis School	July 1, 2025
e.	Jones, Earleen TCR.DIS.SPED.K4.07	Sp. Ed. Teacher	Patten School	July 1, 2025

3). Acceptance of the following resignations:

	Name (Last, First)	Position	Location	Effective Date
a.	Torres Bonilla, Yanery CAF.EJP.LUNH.NA.07	Lunch Aide	Patten School	September 1, 2024
b.	Fermin, Flordence CAF.HNR.LUNH.NA.10	Lunch Aide	Richardon School	September 1, 2024
c.	Skoryk, Arielle TCR.DIS.CSTM.NA.20	School Psychologist	District	April 4, 2025
d.	Chletsos, Gregory LEO.EJP.SLEO.NA.03	Security Officer	Patten School	April 16, 2025
e.	Meza, Gisselle AID.DIS.SPED.K4.19	Paraprofessional	Flynn School	May 30, 2025
f.	Down, Emily TCR.PAH.ENGL.HS.22	English Teacher	PAHS	June 30, 2025
g.	Kranz, Stephanie TCR.PAH.MATH.HS.26	Math Teacher	PAHS	June 30, 2025
h.	Hernandez, Jasmin TCR.DIS.BILG.HS.69	Speech Language Pathologist	Wilentz School	June 30, 2025
i.	DeSarle, Stephanie TCR.PAH.ENGL.HS.19	English Teacher	PAHS	June 30, 2025
j.	Hournbuckle, Kelsea TCR.SES.MIDD.58.11	Math Teacher	Shull School	June 30, 2025
k.	Jaeger, Elizabeth TCR.PAH.ENGL.HS.05	English Teacher	PAHS	June 30, 2025
l.	Pedraza, Angeline TCR.DIS.BILG.K4.11	Bilingual Teacher	Patten School	August 31, 2025

4). Approval for Staff to work for the remainder of the 2024-2025 school year and be compensated at the contractual rate, under the supervision of each respective Principal and or Director. **(Specified in Attachment)**

5). Approval for the following to serve as Substitute Custodians at an hourly rate of \$18.16, not to exceed 29.5 hours weekly each, for the 2024-2025 school year, under the supervision of Mr. Miguel Carmona, Interim Director of Operations.

	Name (Last, First)		Name (Last, First)
a.	Perez Rodriguez, Victor	c.	
b.		d.	

6). Approval of the reinstatement of the following staff.

- XX721 – Effective April 16, 2025
- XX788 – Effective April 28, 2025

PER-15). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Marisol González – Chairperson

7). Approval of the following staff to be placed on administrative leave with pay.

- XX716 – Effective April 16, 2025
- XX245 – Effective April 16, 2025

8). Approval to accept the following Student Teachers/Student Observations/Internships for the 2024-2025 school year (Out-of-district staff).

	Name (Last, First)	Subject	Location	Cooperating Teacher/ Administrator	Start Date	End Date	School
a.	Vasquez, Andrea	Nursing	District	Ms. Eva Kucaba	5/9/2025	6/30/2025	Rutgers Nursing School

9). Approval of the salary adjustments. **(Specified in Attachment)**

10). Approval of the reappointments for the Certificated and Non-certificated staff for the 2025-2026 school year. **(Specified in Attachment)**

11). Approval of the reappointments of Central Administrators, District Administrators, and Non-aligned staff for the 2025-2026 school year. **(Specified in Attachment)**

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded



**FIN-16). Recommendations of the Superintendent of Schools**

**Finance Committee – Ms. Jasmin Melendez – Chairperson**

- 1). Approval of travel expenses, under the supervision of Mr. Michael LoBrace, School Business Administrator and Mr. Francisco Velez, Assistant School Business Administrator. **(Specified in Attachment)**
- 2). Approval of transfer report in accordance with Board Policy 6422 and N.J.S.A. 18A:22-8.1 and N.J.A.C. 6A:23A-13.1 et seq. under the supervision of Mr. Michael LoBrace, School Business Administrator and Mr. Francisco Velez, Assistant School Business Administrator. **(Specified in Attachment)**
- 3). Approval of the following PTO approved events and fundraisers.

	School	Event/Fundraiser	Date/s
a.	Dr. Herbert N. Richardson School	PTO Movie Night	5/15/2025
b.	S. E. Shull School	Staff Appreciation Lunch	5/16/2025
c.	J. J. Flynn School	PTO End of the Year Dance	6/6/2025
d.	J. J. Flynn School	PTO Concessions during Spring Musical	6/11/2025
e.	J.J. Flynn School	PTO Field Day T-Shirt	5/9/2025-5/16/2025
f.	Perth Amboy High School	Senior Sunset	6/18/2025

- 4). Approval of the contract(s)/additional related services for Special Education, General Education, Displaced, et al. student(s) placed in Out-of-District facility for the 2024-2025 school year, under the supervision of Ms. Marcia Stillo, Director of Special Services.

Student #	School	Annual Contract Fee (Pro-rated)	Account #
160	CPC High Point	\$43,692.48	11-000-100-566-0-0000-16
158	Fed Cap	\$38,115.00	11-000-100-566-0-0000-16
155	Honor Ridge Academy	\$25,578.00	11-000-100-566-0-0000-16

- 5). Approval for Ocean Computer Group to provide Perth Amboy Catholic School with the renewal of Sonicwave 231c; at a cost not to exceed \$1,213.76 to be funded through account number 20-511-100-300-0-0000-80, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction.
- 6). Approval for Center for Teacher Effectiveness to provide Perth Amboy Catholic School teachers with professional development, at a cost not to exceed \$3,200.00 to be funded through Title II account number 20-271-200-300-0-0000-80, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction.
- 7). Approval for Therapeutic Perspective to provide Assumption Catholic School with a professional development session in the amount of \$3,757.00, funded through Title II account number 20-272-200-300-0-0000-81, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction.
- 8). Be it resolved based on the recommendation of the Superintendent, the Board of Education hereby approves the following Ewing Public School District contracts to receive tuition, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction:

Student ID #	Contract Amount	Term of Contract
306196	\$21,246.00	February 29, 2025 – June 30, 2025
290873	\$20,507.00	February 29, 2025 – June 30, 2025

**FIN-16). Recommendations of the Superintendent of Schools****Finance Committee – Ms. Jasmin Melendez – Chairperson**

- 9). Be it resolved based on the recommendation of the Superintendent, the Board of Education hereby approves the following East Brunswick Public School District contracts to pay tuition, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction:

Student ID #	Contract Amount	Term of Contract	Account #
310512	\$15,434.66	February 18, 2025 – June 30, 2025	11-000-100-561-0-0000-16
310510	\$16,234.78	February 18, 2025 – June 30, 2025	11-000-100-561-0-0000-16

- 10). Approval for Starlight Home Health care and nursing services to provide 1:1 nursing services as well as bus nursing coverage for the 2025-2026 school year, under the supervision of Ms. Eva Kucaba, Supervisor of Nursing & Health Related Services.

11). **PAYMENT FOR UNUSED VACATION DAYS**

Recommended that payment for accumulated and unused vacation days for employees in accordance with collective bargaining agreements and state law, be approved for the following staff, under the supervision of Mr. Michael LoBrace, School Business Administrator and Mr. Francisco Velez, Assistant School Business Administrator.

	Name (Last, First)	Amount
a.	Sean Bullock	\$13,763.00

- 12). Be it resolved based on the recommendation of the Superintendent, the Board of Education hereby approves the following Newark School District contract to receive tuition, under the supervision of Ms. Jamie Richardson, Director of Curriculum and Instruction:

Student ID #	Contract Amount	Term of Contract
297901	\$21,040.00	February 5, 2025 – June 30, 2025
308727	\$21,246.00	February 5, 2025 – June 30, 2025
306404	\$21,246.00	February 5, 2025 – June 30, 2025

- 13). Approval of emergency repairs needed to repair a ruptured water line to the boilers in the Robert Wilentz Elementary School under the supervision of Mr. Delvis Rodriguez, Assistant Superintendent of Administration and Mr. Michael LoBrace, School Business Administrator. This emergency has been reported to the Superintendent and County Business Administrator in accordance with N.J.S.A.18A:18A-7.

- 14). Resolved, that the following online auction be rejected upon the recommendation of Mr. Michael LoBrace, School Business Administrator/Board Secretary and Dr. Courtney Pepe, Director of Instructional Technology.

Computer Hardware in various conditions – Govdeals Auction #22519-4

- 15). Approval of the Physician Services Agreement with Dr. Michael Kelly for the remainder of the 2024-2025 school year and the 2025-2026 school year to provide professional personnel consultation services, to be paid through account number 11-000-230-339-0-0000-00, not to exceed \$6,000.00 for the 2024-2025 school year and \$36,000.00 for the 2025-2026 school year, under the supervision of Ms. Yolanda Gomez, Director of Personnel.



**FIN-16). Recommendations of the Superintendent of Schools**

**Finance Committee – Ms. Jasmin Melendez – Chairperson**

- 16). Approval to enter into agreement with Mox Five to assess, evaluate, and provide consulting services for network security and infrastructure maintenance and enhancements at a cost not to exceed \$25,000.00, paid through account number 11-000-230-339-0-0000-00 under the supervision of Mr. Delvis Rodriguez, Assistant Superintendent of Administration and Mr. Michael LoBrace, School Business Administrator.
- 17). Approval to enter into agreement with Toppix Entertainment for the Perth Amboy High School Senior Prom funded through the student activity account, under the supervision of Mr. Keith Guarino, Principal Main Campus, and Mrs. Karla F. Garcia, Principal of Freshman Academy & PLP.

18). **RESOLUTION TO DESIGNATE AMERIFLEX, LLC AS HEALTH REIMBURSEMENT ACCOUNT(HRA) SERVICES ADMINISTRATOR**

WHEREAS, the Perth Amboy Board of Education, Middlesex County, New Jersey, seeks to enhance the administration of retiree reimbursements for premiums and deductibles through a designated Health Reimbursement Account (HRA) administrator; and WHEREAS, the Board has received the recommendation of its group insurance broker-of-record, Brown & Brown Metro, LLC, to engage Ameriflex, LLC for HRA administration services; and

WHEREAS, Ameriflex, LLC has provided an electronic proposal dated January 22, 2025, outlining the scope and terms of its Health Reimbursement Account services; NOW, THEREFORE, BE IT RESOLVED, that the Perth Amboy Board of Education hereby approves the engagement of My Benefit Advisors, LLC as a third-party administrator for retiree benefits, effective May 8, 2025, to work in coordination with Brown & Brown Metro, LLC under the following terms:

1. Designation of Ameriflex, LLC: The Board accepts the recommendation of Brown & Brown Metro, LLC and designates Ameriflex, LLC as the Board's Health Reimbursement Account (HRA) Services Administrator.
2. Engagement Terms: The designation is based on the electronic proposal from Ameriflex, LLC, dated January 22, 2025, which outlines the terms and scope of the HRA administration services.
3. Appointment of Broker-of-Record: The Board reaffirms Brown & Brown Metro, LLC as its broker-of-record for Health Reimbursement Account services.
4. Authorization for Implementation: All appropriate Board of Education staff are authorized to take any necessary actions and execute any required documentation to implement these changes.

BE IT FURTHER RESOLVED that all appropriate Board of Education staff are authorized to take any necessary actions and execute any required documentation to implement this resolution.



**FIN-16).      Recommendations of the Superintendent of Schools**  
**Finance Committee – Ms. Jasmin Melendez – Chairperson**

- 19).      Approval of proposed final budget for the 2025-2026 school year in the amount of \$291,004,304.00 with the maximum appropriation of \$250,000.00 for travel expenses, in accordance with PL2007 and N.J.A.C. 6A:23-73 under the supervision of Mr. Michael LoBrace, School Business Administrator and Mr. Francisco Velez, Assistant School Business Administrator.

\_\_\_\_\_  
Motion                                      Seconded

**B&G-17). Recommendations of the Superintendent of Schools**

**Buildings & Grounds Committee – Mr. Joas Quiles – Chairperson**

- 1). Approval of the following use of facilities requests, under the supervision of Mr. Michael LoBrace, School Business Administrator and Mr. Francisco Velez, Assistant School Business Administrator.

	Organization	Building	Dates/Time	Event	Certificate of Insurance	Estimated Fee
a.	Department of Recreation	Eagle Avenue Upper & Lower Gym	Monday – Thursday July 3, 2025 – August 7, 2025 4:00 pm – 6:00 pm	Boys & Girls Basketball	X	-
b.	Department of Recreation	Eagle Avenue Upper & Lower Gym	Monday – Thursday July 3, 2025 – August 7, 2025 5:30 pm – 8:00 pm	Cheerleading Clinic	X	-
c.	Department of Recreation	Eagle Avenue Upper & Lower Gym	Monday – Thursday July 3, 2025 – August 7, 2025 8:30 am – 1:00 pm	Brian Taylor Basketball Clinic & Multi-Sports Program	X	-
d.	Department of Recreation	Water Stadium	Monday – Friday March 17, 2025 – August 31, 2025 6:00 pm – 9:30 pm	Recreation/Adult Soccer League	X	-
e.	Department of Recreation	Water Stadium	Saturday & Sunday March 17, 2025 – August 31, 2025 10:00 am – 7:00 pm	Recreation/Adult Soccer League	X	-
f.	Department of Recreation	Samuel E. Shull School	Monday – Thursday July 3, 2025 – August 7, 2025 5:30 pm – 8:00 pm	Wrestling & Basketball	X	-
g.	Department of Recreation	Dr. Herbert N. Richardson School	Monday – Thursday July 3, 2025 – August 7, 2025 5:30 pm – 8:00 pm	Youth & Adult Basketball/Zumba	X	-
h.	Department of Recreation	Dr. Herbert N. Richardson School	Saturday, May 17, 2025 9:00 am – 2:00 pm	Housing Expo	X	-
i.	St. Demetrios Greek Orthodox Church	R.N. Wilentz School	Set-up Friday, May 9, 2025  Indoor Olympics Saturday, May 10, 2025	Indoor Olympics	X	\$2,308.18

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

**Old Business**

- 1). Second Reading of the following policies and regulation: **(Specified in Attachment)**
- 2419 School Threat Assessment Teams
  - 1523 Comprehensive Equity Plan
  - 1550 Equal Employment/Anti-Discrimination Practices
  - 2260 Equity in School and Classroom Practices
  - 2411 Guidance Counseling
  - 2415 Every Student Succeeds Act
  - 2421 Career and Technical Education
  - 3211 Code of Ethics
  - 5111 Eligibility of Resident/Nonresident Students
  - 5116 Education of Homeless Children and Youths
  - 5200 Attendance
  - 5512 Harassment, Intimidation, or Bullying
  - 5570 Sportsmanship
  - 5751 Sexual Harassment of Students
  - 5842 Equal Access of Student Organizations
  - R2520 Instructional Supplies

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

**New Business**

- 1). Approval of the revised 2025 - 2026 school calendar **(Specified in Attachment)**

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded

**Motion to Adjourn**

\_\_\_\_\_  
Motion

\_\_\_\_\_  
Seconded



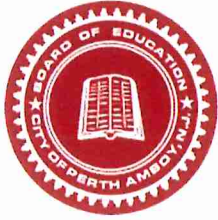
**REPORT OF ONLINE BID AUCTION ON MARCH 28, 2025 AT 8:52 A.M. THRU GOVDEALS.COM.**

The following is a list of vendors that responded to our online auction:

**COMPUTER HARDWARE IN VARIOUS CONDITIONS- AUCTION #22519-4**

GDI Trading – Elizabeth, NJ (Cohn29@gmail.com )	\$10,200.00
Ketan Patel – San Antonio, TX (newgen9559)	\$10,000.00
Anthony Godwin – Manchester, CT (ejike1)	\$ 6,000.00
Trung H Ha – Aldie, VA (trungha71)	\$ 5,555.00
Trung H Ha – Aldie, VA (trungha71)	\$ 3,333.00
Trung H Ha – Aldie, VA (trungha71)	\$ 1,111.00


Date of Trip	Destination	School	Number of Students Attending	Number of Staff/Adults Attending	Teacher/Staff Responsible	Walking Trip	Cost	Admission/ Additional Costs Account number	Transportation Cost	Account Number for Bus Cost	Grand Total of Trip	# of BOE Buses	# of Charter Buses	Time Leaving	Time Returning
5/14/2025	Pines Manor	PAHS Grade 12 Safety Ambassadors Program	20	1	Mr. Mark Niebojeski	No	\$ -	N/A	\$ -	N/A	\$ -	0	0	9:00 AM	2:00 PM
5/15/2025	Jackson Liberty High School Jackson, NJ	Shull Video Production Students	10	1	Ms. Katherine Lin	No	\$ 250.00	Student Activities Account	\$ 350.00	Student Activities Account	\$ 600.00	1	0	8:30 AM	2:30 PM
<b><u>IN DISTRICT FIELD TRIPS</u></b>															
Date of Trip	Destination	School	Number of Students Attending	Number of Staff/Adults Attending	Teacher/Staff Responsible	Walking Trip	Cost	Admission/ Additional Costs Account number	Transportation Cost	Account Number for Bus Cost	Grand Total of Trip	# of BOE Buses	# of Charter Buses	Time Leaving	Time Returning
5/19/2025 <i>Rain Date 5/20/2025</i>	John R. Dalton Jr. Field	PAHS Grade 12 Health Science Academy & Video Production Club Grade 9-12 Video Production Club Students	72	3	Mr. Mark Niebojeski	Yes	\$ -	N/A	\$ -	N/A	\$ -	0	0	10:00 AM	11:30 AM
5/21/2025	John R. Dalton Jr. Field	PAHS Aviation Day ROTC Students	107	2	Dr. Kevin Bedard/ ATCS Baxter	Yes	\$ -	N/A	\$ -	N/A	\$ -	0	0	9:00 AM	1:00 PM



*Perth Amboy Public Schools*  
*Department of School Counseling & Related Services*  
Administrative Headquarters Building  
178 Barracks Street  
Perth Amboy, NJ 08861  
(732) 376-6206

**Curriculum**  
**14 – Item #5**

**TO: Mr. Delvis Rodriguez, Assistant Superintendent of Administration**

 **FROM: Ms. Katelyn Tivald, Director of School Counseling & Related Services**

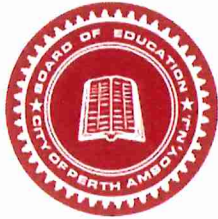
**RE: Affirm HIB Founded**

**DATE: April 28, 2025**

---

Approval to affirm the Superintendent's decision regarding the following HIB cases as founded and to approve the Superintendent to transmit a copy of the Board's decision to the affected students' parents (HIB case numbers: 289801, 290018, 290755, 289485, 289486, 289487, 289488, 290567, 290568, 290597, 289544, 289285, 290432, 288895, 289397, 289743, 290073, 290213, 291280, 291397, 290555, 288422, 290587, 291549)






*Perth Amboy Public Schools*  
*Department of School Counseling & Related Services*  
Administrative Headquarters Building  
178 Barracks Street  
Perth Amboy, NJ 08861  
(732) 376-6206

**Curriculum**  
**14 – Item #6**

**TO: Mr. Delvis Rodriguez, Assistant Superintendent of Administration**

 **FROM: Ms. Katelyn Tivald, Director of School Counseling & Related Services**

**RE: Affirm HIB Unfounded**

**DATE: April 28, 2025**

---

Approval to affirm the Superintendent's decision regarding the following HIB cases as unfounded and to approve the Superintendent to transmit a copy of the Board's decision to the affected students' parents (HIB case numbers: 288423, 288701, 288775, 289170, 289241, 288731, 288891, 288915, 289512, 290112, 288839, 290339, 290594, 289280, 289404, 289833, 289834, 290211, 290433, 290531, 289585, 290210, 290335, 289842, 289961, 288875, 289571, 290422, 291225)

**Personnel**

**15 – Item #4**

**High Impact Tutoring After School Program**

**Robert N. Wilentz School**

**2024-2025 School Year**

Employee Name	School/ Building	Position	Program Name	Account Number(s)	Rate of Pay	Dates	Hours
Margarita Cruz	Wilentz	Teacher	High Impact Tutoring	20-243-200-500-0-0000-40 20-243-100-101-1-0000-40 20-243-200-110-1-0000-40 20-245-200-500-0-0000-40 20-245-100-101-1-0000-40 20-245-200-110-1-0000-40	\$47.00	April 2025 - June 2025	Not to exceed 3 Hours per Week

**Stockton University - Sheltered English Instruction (SEI) Online Training**  
**2024-2025 School Year**

Employee Name	School/ Building	Position	Program Name	Account Number(s)	Rate of Pay	Dates	Hours
Esrig, Jessica	McGinnis	Teacher	Sheltered English Instruction Online Training Stockton University <b>Orientation</b>	20-243-200-110-1-0000-40 20-245-200-110-1-0000-40	\$41.13/Hr	May 9, 2025	Not to exceed 1 hour
D'Egidio, Ingrid	McGinnis	Teacher	Sheltered English Instruction Online Training Stockton University	20-243-200-110-1-0000-40 20-245-200-110-1-0000-40	\$41.13/Hr	May 9, - June 30, 2025	Not to exceed 15 hours



## Senior Multilingual Learners Support Program

Amendment - Previously Approved March 13, 2025

### 2024-2025 School Year

Employee Name	School/ Building	Position	Program Name	Account Number(s)	Rate of Pay Amended	Dates	Hours
Acevedo, Isai	PAHS	Teacher	Senior Multilingual Learners <b>Orientation</b>	20-243-200-110-1-0000-40	\$41.13/Hr	March 19, 2025	Not to exceed 1 hour
Bello, Larry	PAHS	Teacher	Senior Multilingual Learners <b>Orientation</b>	20-243-200-110-1-0000-40	\$41.13/Hr	March 19, 2025	Not to exceed 1 hour
Guzman, Maureen	PAHS	Teacher	Senior Multilingual Learners <b>Orientation</b>	20-243-200-110-1-0000-40	\$41.13/Hr	March 19, 2025	Not to exceed 1 hour
Alex Lozano	PAHS	Teacher	Senior Multilingual Learners <b>Orientation</b>	20-243-200-110-1-0000-40	\$41.13/Hr	March 19, 2025	Not to exceed 1 hour
Nunez, Jaqueline	PAHS	Teacher	Senior Multilingual Learners <b>Orientation</b>	20-243-200-110-1-0000-40	\$41.13/Hr	March 19, 2025	Not to exceed 1 hour



**Ms. Yolanda Gómez**  
Director of Personnel

# Perth Amboy Public Schools

Administrative Headquarters Building  
178 Barracks Street  
Perth Amboy, NJ 08861  
(732) 376-6200


**Personnel**  
**15 – Item #9**

Ext. 30-151/30-152  
30-153/30-154/30-155  
Fax: (732) 638-1007

April 14, 2025

## AGENDA: May 8, 2025

To: The Honorable Members of the Board of Education

From: Ms. Yolanda Gómez   
Director of Personnel

Please be advised that the annual salary of the following employee(s) salaries and previously approved by the Board are recommended to be adjusted as follows:

Name	Location	Salary-From	Salary-To (Prorated)	Reason for Change	Effective Date
Michele Miller	S.E. Shull	\$73,045.00	\$84,208.00	Full EPTA Stipend-Non-Pensionable	4/7/25-4/15/25
Michele Miller	S.E. Shull	\$73,045.00	\$84,208.00	Full EPTA Stipend	4/16/2025
Andre Pugh	A.V. Ceres	\$63,250.00	\$63,990.00	13 yrs. SRP Long.	4/16/2025
Alexia Rivera	R.M. Lopez	\$66,065.00	\$72,015.00	MA Degree	4/1/2025
Jorge Rodriguez	PAHS	\$102,440.00	\$104,535.00	Ph.D. Degree and Content Stipend	4/15/2025
Nelly Orosco	H.N. Richardson	\$81,083.00	\$82,258.00	MA Content Stipend	4/15/2025
Sadie Viscaino	W.C. McGinnis	\$79,648.00	\$68,485.00	Removal of Full EPTA Stipend-Non-Pensionable	4/8/2025
Coralía DePalma	PAHS	\$91,271.00	\$92,011.00	13 yrs. SRP Long.	5/1/2025
Eric Woroniecki	J.J. Flynn	\$54,430.00	\$56,990.00	7 yrs. Para Long.	5/1/2025
Heather Yavonne-Pawski	W.C. McGinnis	\$66,065.00	\$77,228.00	Full EPTA Stipend-Non-Pensionable	4/28/25-5/16/25
Laurence Sanders	W.C. McGinnis	\$117,488.00	\$128,651.00	Full EPTA Stipend-Non-Pensionable	4/28/25-5/16/25
Heather Sullivan	W.C. McGinnis	\$83,625.00	\$94,788.00	Full EPTA Stipend-Non-Pensionable	4/28/25-5/16/25
Rachel Sher	W.C. McGinnis	\$101,265.00	\$112,428.00	Full EPTA Stipend-Non-Pensionable	4/28/25-5/16/25
Johanna Hughes	W.C. McGinnis	\$107,653.00	\$118,816.00	Full EPTA Stipend-Non-Pensionable	4/28/25-5/16/25
Ana Lebron	W.C. McGinnis	\$93,688.00	\$104,851.00	Full EPTA Stipend-Non-Pensionable	4/28/25-5/16/25
Melissa Liwag	E.J. Patten	\$67,095.00	\$74,220.00	MA Degree + Content Stipend	5/1/2025

REAPPOINTMENTS  
FOR  
JULY 1, 2025 – JUNE 30, 2026  
SCHOOL YEAR

CERTIFICATED

&

NON-CERTIFICATED STAFF



# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
ALEXANDER	DEJUAN		A.V. Ceres	Teacher BA
AMABILE RADOMSKI	TONIMARIE		A.V. Ceres	Teacher MA
AYERS	CHRISTOPHER	J	A.V. Ceres	Teacher MA
BENNETT	PATRICIA		A.V. Ceres	Teacher MA
BYELICK	KEVIN	J	A.V. Ceres	Teacher BA
CASTELLON	MICHELLE		A.V. Ceres	Teacher MA
CELI	BIANCA		A.V. Ceres	Teacher MA
COHORSKY	SANDRA	A	A.V. Ceres	Teacher MA
COLON	ALYVIA		A.V. Ceres	Teacher BA
CRESPO	CECILIA	I	A.V. Ceres	Teacher PhD
FAZIO	CHRISTINE		A.V. Ceres	Teacher BA
FLYNN	CHRISTINA		A.V. Ceres	Teacher MA
GAIED	ERICA	L	A.V. Ceres	Teacher BA
GIORDANO	JENNA		A.V. Ceres	Teacher MA
GONZALEZ	ERICA		A.V. Ceres	Teacher BA
GUTIERREZ	KAREN		A.V. Ceres	Teacher BA
KITTAI	COURTNEY		A.V. Ceres	Teacher MA
KRASKA	JAMIE	A	A.V. Ceres	Teacher BA
LAJEWSKI	JOSEPH	F	A.V. Ceres	Teacher BA
LANIUS	MIA		A.V. Ceres	Teacher MA
LARREATEGUI-RIVERA	KRISTY		A.V. Ceres	Teacher BA
LAUREANO	JESSICA		A.V. Ceres	Teacher BA
LEEHR	CHRISTINE		A.V. Ceres	Teacher MA
LOSSMAN	MYRNA		A.V. Ceres	Teacher MA
MCLAUGHLIN	ERIN		A.V. Ceres	Teacher BA
MENDEZ-GUTIERREZ	AMANDA		A.V. Ceres	Teacher MA
MORELOS	HAILEY		A.V. Ceres	Teacher MA
MOSENTHINE	JACQUELINE	A	A.V. Ceres	Teacher MA
OLIVO	JANILLE		A.V. Ceres	Teacher MA
OSBORNE	JENNIFER	T	A.V. Ceres	Teacher MA
PEREIRA	ALISON	M	A.V. Ceres	Teacher MA
PETRIZZO	DEBRA	A	A.V. Ceres	Teacher MA
PULLARO	VICTORIA	E	A.V. Ceres	Teacher MA
RESTI	JENNIFER		A.V. Ceres	Teacher MA
RICHIUSA	KELLI	N	A.V. Ceres	Teacher MA
RIVERA	KRISTINA		A.V. Ceres	Teacher BA
RIZZO	MICHAEL		A.V. Ceres	Teacher MA
RUIZ	ANDREA		A.V. Ceres	Teacher MA
RUIZ	LOUANA		A.V. Ceres	Teacher MA
RUSSO	LILIANA	P	A.V. Ceres	Teacher MA
SAINT CYR	JESSICA		A.V. Ceres	Teacher MA
SARNOWSKI	MARNI	R	A.V. Ceres	Teacher BA
SATTERTHWAITE	CATHERINE	M	A.V. Ceres	Teacher MA
SENDELL	JULIA		A.V. Ceres	Teacher MA
SHINE	SHANNON		A.V. Ceres	Teacher BA
SIMONIK	BRITTANY		A.V. Ceres	Teacher MA
STAPELFELDT	MORGAN	A	A.V. Ceres	Teacher BA
TAVERAS	CARMEN	J	A.V. Ceres	Teacher MA
VALENZUELA	FREZIA		A.V. Ceres	Teacher MA
VARGAS	HILTON		A.V. Ceres	Teacher MA
VARGAS	VALERIE		A.V. Ceres	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
VASQUEZ	JESSICA	M	A.V. Ceres	Teacher BA
VASQUEZ	JOHANNA		A.V. Ceres	Teacher BA
WENZEL	FREDERICK	L	A.V. Ceres	Teacher BA
ZUPKO	ROGER	W	A.V. Ceres	Teacher MA
MARTINEZ	IVANA		Admin. Building	Teacher PhD
TARAS	MARC		Admin. Building	Teacher BA
PARADISO	PATRICIA	M	Federation Building	Teacher MA
AGUSTIN	VERONICA		Dual Language	Teacher MA
BATES	ARIELLE		Dual Language	Teacher MA
BERMUDEZ	CAITLYN		Dual Language	Teacher BA
BISSADA	ELIZABETH	A	Dual Language	Teacher BA
CRUZ	HAILEY	V	Dual Language	Teacher MA
DIAZ	LEONILDE		Dual Language	Teacher MA
DOMINGUES	JESSICA		Dual Language	Teacher BA
ESPINAL	JOSE		Dual Language	Teacher MA
GARCIA	ANAIS		Dual Language	Teacher BA
GOMEZ	DENNYS		Dual Language	Teacher BA
GONZALEZ	JASMIN		Dual Language	Teacher BA
HORVATH	MARYANN		Dual Language	Teacher BA
LOPEZ	MARIA	E	Dual Language	Teacher MA
MACOMBER	KIMBERLY	A	Dual Language	Teacher MA
MCANDREW	DOLORES		Dual Language	Teacher MA
NUNEZ	NAYILVA		Dual Language	Teacher MA
POLANCO	ANABEL		Dual Language	Teacher BA
RODRIGUEZ	SCARLIN		Dual Language	Teacher BA
RULLAN	ALBA		Dual Language	Teacher BA
SANCHEZ	JESSICA		Dual Language	Teacher BA
SMITH	BRYAN		Dual Language	Teacher MA
TAPIA	PATRICIA	F	Dual Language	Teacher MA
TIEU	ELIZABETH		Dual Language	Teacher BA
VARONA-GALARZA	LUISA		Dual Language	Teacher MA
ABATANGELO	LISA	A	E. Hmiesleski	Teacher MA
ABREU	JESSIE		E. Hmiesleski	Teacher MA
BENCOSME	MARIA		E. Hmiesleski	Teacher MA
BONTEMPO	MAUREEN		E. Hmiesleski	Teacher MA
CALDERON	MARIBEL		E. Hmiesleski	Teacher MA
CHECO	LUCIA		E. Hmiesleski	Teacher BA
CHERUBINI-GALIOTO	JENNIFER		E. Hmiesleski	Teacher BA
CORRALIZA	MELISSA		E. Hmiesleski	Teacher BA
CUNHA	FERNANDA	G	E. Hmiesleski	Teacher BA
GIALLORETO	SOLANGE		E. Hmiesleski	Teacher MA
GONZALEZ	MARY	S	E. Hmiesleski	Teacher MA
GRADE	CONNOR		E. Hmiesleski	Teacher BA
GRAY	DAWN		E. Hmiesleski	Teacher BA
GRIFFIN	SHARON		E. Hmiesleski	Teacher BA
HERNANDEZ- LONDONO	JOHANNY		E. Hmiesleski	Teacher BA
HUNTE SKEETE	NICOLE	D	E. Hmiesleski	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
JOHNSON	AIMEE		E. Hmiesleski	Teacher BA
KUEHL	CAITLIN		E. Hmiesleski	Teacher BA
LEONARD-MUHAMMAD	YOLANDE		E. Hmiesleski	Teacher MA
LUNA	AVELINA		E. Hmiesleski	Teacher MA
MARTINEZ	MARGARET	A	E. Hmiesleski	Teacher BA
MAYZELSHTeyn	JULIA		E. Hmiesleski	Teacher MA
MEZZACAPPA	NICOLE		E. Hmiesleski	Teacher MA
NAVAS	ROSA		E. Hmiesleski	Teacher BA
ORTEGA	MARITZA		E. Hmiesleski	Teacher BA
OSBORNE	ELIZABETH		E. Hmiesleski	Teacher MA
PACHECO	LISSETTE		E. Hmiesleski	Teacher BA
PAULINO	KAMIL		E. Hmiesleski	Teacher BA
RODRIGUEZ	JADE		E. Hmiesleski	Teacher MA
ROMAN	JOHANNA		E. Hmiesleski	Teacher MA
SAMADJOPOULOS	MARIA		E. Hmiesleski	Teacher BA
SAMILA	STEPHANIE		E. Hmiesleski	Teacher BA
SHAHID	TIFANY		E. Hmiesleski	Teacher BA
STANKOVITZ	NICOLE	L	E. Hmiesleski	Teacher BA
SULLIVAN	RENEE		E. Hmiesleski	Teacher MA
TORRES	JADDY		E. Hmiesleski	Teacher BA
WALKER	LISA		E. Hmiesleski	Teacher MA
ZAMBRANO	VIVIANA		E. Hmiesleski	Teacher MA
ACOSTA	LUIS	A	E.J. Patten	Teacher MA
AGUIRRE	MARY	S	E.J. Patten	Teacher MA
ALSTON	VENECIA		E.J. Patten	Teacher MA
ANDERSON	KIMBERLY	J	E.J. Patten	Teacher MA
ARROYO	ANNETTE		E.J. Patten	Teacher MA
BARTRAM	LAURA	A	E.J. Patten	Teacher MA
BATISTA	MICHELLE		E.J. Patten	Teacher MA
BUONOMO	TERESA		E.J. Patten	Teacher MA
BURGOS	LISA		E.J. Patten	Teacher MA
CARRANO	JOSEPH	E	E.J. Patten	Teacher MA
CASTRO	ROCIO	B	E.J. Patten	Teacher BA
CLARK	ZACHARY		E.J. Patten	Teacher BA
COBO	MICHAEL		E.J. Patten	Teacher BA
COLLADO	CRYSTAL		E.J. Patten	Teacher BA
CRUZ	NEFTALIE		E.J. Patten	Teacher BA
D'AMORE	JESSICA	M	E.J. Patten	Teacher MA
FERRUGGIARO	PATRICIA	A	E.J. Patten	Teacher MA
IORE	CHRISTINA		E.J. Patten	Teacher MA
GEARIN	LINDA		E.J. Patten	Teacher MA
GLIKMAN	SARIT		E.J. Patten	Teacher BA
GOMEZ	LIXIE	A	E.J. Patten	Teacher MA
GUMBS	MARY GRACE	M	E.J. Patten	Teacher MA
HAYES	SARAH		E.J. Patten	Teacher MA
HERNANDEZ	ANGELA		E.J. Patten	Teacher BA
HUSSEIN	AMR		E.J. Patten	Teacher BA
JENSEN	ERIN	M	E.J. Patten	Teacher BA
KEHOE	JENNIFER		E.J. Patten	Teacher BA
KLOSEK	MICHELLE		E.J. Patten	Teacher BA



# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
LAMBERT	TIFFANI		E.J. Patten	Teacher BA
LENCI	JENNIFER		E.J. Patten	Teacher MA
LIWAG	MELISSA		E.J. Patten	Teacher BA
LUCKUS-BENEDICT	STACEY		E.J. Patten	Teacher MA
MACMILLAN	EMILY		E.J. Patten	Teacher BA
MASSIMINO	KIMBERLY	A	E.J. Patten	Teacher MA
MONTANEZ	ANGELICA		E.J. Patten	Teacher BA
MORE	BETZAIDA		E.J. Patten	Teacher BA
MOSKO	PAMELA	M	E.J. Patten	Teacher MA
MURATORE	CASSANDRA		E.J. Patten	Teacher BA
NICE	JILL		E.J. Patten	Teacher MA
NIEVES	ALEXANDRA		E.J. Patten	Teacher BA
ONYEWU	IJEOMA	G	E.J. Patten	Teacher MA
PEREZ	GRISEL	E	E.J. Patten	Teacher BA
POLTRICTZKY	KRISTA		E.J. Patten	Teacher BA
RACIOPPI	VITTORIA		E.J. Patten	Teacher MA
REISTROM	SUSAN	M	E.J. Patten	Teacher MA
RICHARDSON	PETER		E.J. Patten	Teacher BA
RILEY	ALEXANDRIA		E.J. Patten	Teacher MA
RIVAS	KATHLEEN	E	E.J. Patten	Teacher MA
RIZKALLAH	LINDA		E.J. Patten	Teacher BA
ROSA	HEIDY		E.J. Patten	Teacher MA
RUBENSTEIN	ANISSA	L	E.J. Patten	Teacher MA
SILVERSTEIN	ALEXANDRA		E.J. Patten	Teacher MA
STEGNER	DAWN		E.J. Patten	Teacher BA
STEVENS	KELLY		E.J. Patten	Teacher MA
SUMMERER	MARY	K	E.J. Patten	Teacher BA
TAMBINI	LISA		E.J. Patten	Teacher BA
TORRES	DULCE		E.J. Patten	Teacher MA
VILLACIS	NOEMI		E.J. Patten	Teacher MA
WEBSTER	COLLEEN		E.J. Patten	Teacher BA
WOODS	JESSICA		E.J. Patten	Teacher MA
ADAMES	LISAYRI		H.N. Richardson	Teacher MA
ADLER	MICHAEL	J	H.N. Richardson	Teacher BA
BABYAK	THOMAS	J	H.N. Richardson	Teacher BA
BANNON	KRISTEN	J	H.N. Richardson	Teacher MA
BERARD	RACHEL	B	H.N. Richardson	Teacher BA
BINETTI	MAURA		H.N. Richardson	Teacher MA
BLANCHARD	MARY-KAY		H.N. Richardson	Teacher BA
BOYD	RYAN		H.N. Richardson	Teacher BA
BURLEW	JACQUELINE	A	H.N. Richardson	Teacher BA
CABADA	ESLEYDY		H.N. Richardson	Teacher MA
CACCAVALE	CANDACE	C	H.N. Richardson	Teacher MA
CICCHI	JENNIFER		H.N. Richardson	Teacher MA
COLLIER	KIMBERLY		H.N. Richardson	Teacher MA
COYTE	REBECCA		H.N. Richardson	Teacher BA
CREA	TIFFANY		H.N. Richardson	Teacher MA
DAVIDSON	KEVIN	C	H.N. Richardson	Teacher MA
DAVILA	BELITZA		H.N. Richardson	Teacher BA
DELIZ DIAZ	VILMA		H.N. Richardson	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
DOURESS	SHANNON	M	H.N. Richardson	Teacher BA
EL-MARAGHY	JANET	H	H.N. Richardson	Teacher MA
ESPINAL	LISA	T	H.N. Richardson	Teacher MA
FAJARDO	ELIZABETH		H.N. Richardson	Teacher BA
FIGUEROA-RIOS	EMILY		H.N. Richardson	Teacher MA
FRANCO	JENIFFER		H.N. Richardson	Teacher MA
GARCIA	KATINA		H.N. Richardson	Teacher BA
GOLDZWEIG	LAUREN	B	H.N. Richardson	Teacher BA
GONZALEZ	DANIELLE		H.N. Richardson	Teacher MA
GONZALEZ-RODRIGUEZ	CLAUDIA		H.N. Richardson	Teacher MA
GUEVARA	JESSICA	F	H.N. Richardson	Teacher BA
HERNANDEZ	JASON	L	H.N. Richardson	Teacher MA
JOHNSON	STEPHANIE		H.N. Richardson	Teacher MA
KENNEDY	JAMES		H.N. Richardson	Teacher MA
LAMBOY	INDDY		H.N. Richardson	Teacher MA
LITTRIELLO	MARITZA		H.N. Richardson	Teacher MA
LLOPIS	DARIAN	M	H.N. Richardson	Teacher BA
MALERBA	ANDREA		H.N. Richardson	Teacher BA
MEEHAN	AUDREY		H.N. Richardson	Teacher MA
MENDEZ	STEPHANIE		H.N. Richardson	Teacher MA
MOLINA	ARACELIS		H.N. Richardson	Teacher MA
MULLER	KATIE		H.N. Richardson	Teacher BA
NAGY	LINDA		H.N. Richardson	Teacher MA
NAVARRO	LILLIAN		H.N. Richardson	Teacher MA
OROSCO	NELLY		H.N. Richardson	Teacher MA
PALANGIO	RITA		H.N. Richardson	Teacher BA
PENDLETON	ANNE	E	H.N. Richardson	Teacher MA
PEREZ	DARLENE		H.N. Richardson	Teacher MA
PIRILLI	DOREEN	M	H.N. Richardson	Teacher BA
PONTE	JAMIE		H.N. Richardson	Teacher MA
PORCARO	SAMANTHA		H.N. Richardson	Teacher MA
QUEZADA	YENY		H.N. Richardson	Teacher MA
REBOVICH	MONICA	C	H.N. Richardson	Teacher MA
RIZZOTTI	GABRIELLE	M	H.N. Richardson	Teacher MA
ROBAYO	CLAUDIA		H.N. Richardson	Teacher MA
ROEDEMA	MICHELLE	M	H.N. Richardson	Teacher MA
ROMERO	JENNIFER	K	H.N. Richardson	Teacher MA
ROTHMAN	AMANDA	R	H.N. Richardson	Teacher MA
SPINA	JENNIFER		H.N. Richardson	Teacher MA
STRUHALA	BERTHA	M	H.N. Richardson	Teacher MA
TAVAREZ	JANIRI	A	H.N. Richardson	Teacher BA
VARELA	DORIS		H.N. Richardson	Teacher MA
VELEZ	MATTHEW	J	H.N. Richardson	Teacher BA
VILAR	ELENA		H.N. Richardson	Teacher MA
WEIKEL	ALISON	J	H.N. Richardson	Teacher BA
WOLFSON	JOHN	J	H.N. Richardson	Teacher MA
ZECCA	TARA		H.N. Richardson	Teacher BA
ALFANO	LYNDA		Ignacio Cruz	Teacher MA
ARIAS	DARILUS		Ignacio Cruz	Teacher BA
BEHR	SHARON	C	Ignacio Cruz	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
BICKFORD	ANGELA	M	Ignacio Cruz	Teacher BA
BLACKWELL	JENNIFER	E	Ignacio Cruz	Teacher MA
BLATT-PANEK	CINDY	M	Ignacio Cruz	Teacher MA
CALHOUN	PATRICIA	M	Ignacio Cruz	Teacher BA
CANGLEY	NICOLE		Ignacio Cruz	Teacher MA
CARMON	LAUREN		Ignacio Cruz	Teacher MA
CHEPOVETSKY	GABRIELLE	P	Ignacio Cruz	Teacher MA
CHITA	ISABEL	P	Ignacio Cruz	Teacher MA
COHEN	AMANDA	K	Ignacio Cruz	Teacher BA
CUNHA O'HARA	MARIA	V	Ignacio Cruz	Teacher MA
DASILVA	STACIE		Ignacio Cruz	Teacher BA
DE WISE	LISA	A	Ignacio Cruz	Teacher BA
DELL BENI	DENISE		Ignacio Cruz	Teacher BA
DOMINGUES	DAWN	P	Ignacio Cruz	Teacher BA
DURHAM	CHRISTINA		Ignacio Cruz	Teacher MA
DYMOND-DRAKE	KRISTIN		Ignacio Cruz	Teacher BA
ECHEVARRIA	ADA		Ignacio Cruz	Teacher MA
FERNANDEZ	VANESSA		Ignacio Cruz	Teacher MA
FRANCO	DIANA		Ignacio Cruz	Teacher BA
FUARDO	DANA		Ignacio Cruz	Teacher BA
GALARZA	ANGELIQUE		Ignacio Cruz	Teacher MA
GARCIA	LISBETH		Ignacio Cruz	Teacher MA
GEARHART	JENNINE	L	Ignacio Cruz	Teacher MA
GERARDI	NICOLE	M	Ignacio Cruz	Teacher MA
GOUVEIA	MARIA	J	Ignacio Cruz	Teacher BA
GRANELLI	ALEEN		Ignacio Cruz	Teacher MA
GRANT	DIANA		Ignacio Cruz	Teacher MA
HENRIQUEZ	MARISSA		Ignacio Cruz	Teacher BA
HUMPHREY	LISA	N	Ignacio Cruz	Teacher BA
IULIANO	KIMBERLY		Ignacio Cruz	Teacher MA
JIMENEZ	LOARISLEIDY		Ignacio Cruz	Teacher MA
KIRKMAN	CHRISTINE		Ignacio Cruz	Teacher MA
LAMBERSON	LYNN	M	Ignacio Cruz	Teacher MA
LAWTON	MEGHAN		Ignacio Cruz	Teacher BA
LEMANSKI	JILL	E	Ignacio Cruz	Teacher BA
LOPEZ	MELISSA		Ignacio Cruz	Teacher BA
MANCERO	MARIA	A	Ignacio Cruz	Teacher MA
MANTLE	ANTONETTE	E	Ignacio Cruz	Teacher MA
MARTINEZ	SAMMANTHA		Ignacio Cruz	Teacher MA
MARTIN-OGUIKE	NGOZI		Ignacio Cruz	Teacher PhD
MAZZARO	MARISA		Ignacio Cruz	Teacher MA
MCENERNEY	MICHELLE	A	Ignacio Cruz	Teacher MA
MCGRATH	MELANIE		Ignacio Cruz	Teacher BA
PEREZ	ELYZZA		Ignacio Cruz	Teacher MA
RACIOPPI	EVON		Ignacio Cruz	Teacher BA
SHAMY	TIFFANY	N	Ignacio Cruz	Teacher MA
SIEGEL	WENDY		Ignacio Cruz	Teacher MA
STARKS	MONICA REVER		Ignacio Cruz	Teacher MA
STOLL	JENNIFER		Ignacio Cruz	Teacher BA
SWINDELL	PAULA		Ignacio Cruz	Teacher BA
TORRES	ESMERALDA		Ignacio Cruz	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
URICOLI-KOBERLE	KAREN		Ignacio Cruz	Teacher MA
VILLANUEVA	JESSICA		Ignacio Cruz	Teacher PhD
WITHUM	CHRISTINE	P	Ignacio Cruz	Teacher BA
ZAJAC	MICHELE		Ignacio Cruz	Teacher BA
ZAMORA	JACKLYN		Ignacio Cruz	Teacher BA
ALFANO	CHRISTINA		J.J. Flynn	Teacher MA
ALI	JASMINE		J.J. Flynn	Teacher BA
AMOROSA	JUDITH	A	J.J. Flynn	Teacher BA
AZENHEIMER	MARGARET		J.J. Flynn	Teacher MA
BABYAK	JENNY		J.J. Flynn	Teacher BA
BARRETO	MICHAEL		J.J. Flynn	Teacher MA
BENTIL	SHELBY		J.J. Flynn	Teacher MA
BISHOP	DAWN		J.J. Flynn	Teacher MA
BORGHETTI	CYNTHIA		J.J. Flynn	Teacher MA
BOSQUES	NUBIA		J.J. Flynn	Teacher BA
CAMPION	BRETT		J.J. Flynn	Teacher BA
CARDONA	CINDY		J.J. Flynn	Teacher MA
CARLINO	FIONA	M	J.J. Flynn	Teacher MA
CASCONE	TARA		J.J. Flynn	Teacher BA
CASTILLO	LENICE		J.J. Flynn	Teacher BA
CESTARO	MICHAEL		J.J. Flynn	Teacher MA
COLLADO	ADALJIZA		J.J. Flynn	Teacher MA
CONDIT	WILLIAM		J.J. Flynn	Teacher BA
CONQUEST	CHRISTINE		J.J. Flynn	Teacher MA
COZZARELLI	PATRICIA-ANN		J.J. Flynn	Teacher BA
CRUZ-CIESLA	ELIZABETH		J.J. Flynn	Teacher BA
DEGIOIA	LAUREN		J.J. Flynn	Teacher MA
DISPIGNA	MARIA		J.J. Flynn	Teacher BA
DURSO	KALLY		J.J. Flynn	Teacher MA
ESCALANTE	ZARITA		J.J. Flynn	Teacher BA
FURMAN	NICOLE		J.J. Flynn	Teacher BA
GOLIAS	STEPHANIE	N	J.J. Flynn	Teacher MA
GRAENERT JR.	HANSDIETER		J.J. Flynn	Teacher MA
JAVIER	NADICA		J.J. Flynn	Teacher MA
JEREZ	NELSON		J.J. Flynn	Teacher BA
JULIANO	SHANNON	N	J.J. Flynn	Teacher BA
KERNER	SUSAN		J.J. Flynn	Teacher BA
KERZELIS	SOPHIA		J.J. Flynn	Teacher MA
KINGSLEY	SYLVIA		J.J. Flynn	Teacher MA
LEIBFRIED	KRISTEN		J.J. Flynn	Teacher BA
MALLON	LAUREN	M	J.J. Flynn	Teacher MA
MARCUS	ADAM		J.J. Flynn	Teacher MA
MASTROLIA	CARA		J.J. Flynn	Teacher MA
MCMAHON-CONNOR	MARIE	T	J.J. Flynn	Teacher MA
MOREIRA	ANA		J.J. Flynn	Teacher BA
MURILLO	DANIELA		J.J. Flynn	Teacher BA
MYERS	LOUISE	M	J.J. Flynn	Teacher BA
NOTA	KIRSTEN		J.J. Flynn	Teacher MA
ORLANDO	JENILEE		J.J. Flynn	Teacher MA
PAGLIUCA	AMANDA		J.J. Flynn	Teacher MA



## Certified Staff

**Sept. 1, 2025 - June 30, 2026**  
**School Year**

Last Name	First Name	MI	Location	Job Title
PALMER	RACHEL		J.J. Flynn	Teacher BA
PRETICO	GRAZIELLE	T	J.J. Flynn	Teacher MA
RENDEIRO	JENNIFER	A	J.J. Flynn	Teacher MA
RIVERA	KRISTY		J.J. Flynn	Teacher MA
RODRIGUES	ANDREA	B	J.J. Flynn	Teacher BA
ROSA	ROLANDO		J.J. Flynn	Teacher BA
RUIZ	LINDSAY		J.J. Flynn	Teacher BA
SPENCER	BONNIE	M	J.J. Flynn	Teacher MA
STEVENSON	TIFFANY		J.J. Flynn	Teacher BA
TANELLA	ANGELA		J.J. Flynn	Teacher MA
VALENZUELA	PRISCILLA		J.J. Flynn	Teacher MA
ZAPPOLA	CHRISTOPHER		J.J. Flynn	Teacher MA
ZEZULA	DEBRA	L	J.J. Flynn	Teacher BA
ACEVEDO	ISAI		PAHS	Teacher MA
ALMONTE	DEBORAH		PAHS	Teacher MA
ALVARADO	ELIZABETH		PAHS	Teacher MA
ANDRADE	MARISSA	L	PAHS	Teacher MA
ASTARITA	PATRICIA	E	PAHS	Teacher MA
ATHANASATOS	LEFKOTHEA		PAHS	Teacher MA
BALA	ANJU		PAHS	Teacher MA
BALTODANO	CARLOS		PAHS	Teacher BA
BATISTA	MARIBEL		PAHS	Teacher MA
BAXTER	STANLEY		PAHS	Teacher MA
BEDARD	KEVIN		PAHS	Teacher PhD
BEDIR	NAGLA		PAHS	Teacher MA
BELLO	LARRY	E	PAHS	Teacher MA
BERRIOS	THERESA	M	PAHS	Teacher MA
BISHOP	BRAD	A	PAHS	Teacher BA
BISHOP	ERIN	L	PAHS	Teacher MA
BOTNICK	MALKA		PAHS	Teacher MA
BOUCHARD	PAUL		PAHS	Teacher BA
BOYCHUK	MARY		PAHS	Teacher BA
BRANSTROM	HAYLEY		PAHS	Teacher MA
BYLECKIE	MICHAEL		PAHS	Teacher BA
CABOY	BRANDI		PAHS	Teacher MA
CANCEL	LISA		PAHS	Teacher MA
CANO	NICHOLAS		PAHS	Teacher MA
CARABALLO	LUIS		PAHS	Teacher BA
CASAL RAMIREZ	CARLA		PAHS	Teacher BA
CATENARO	JAMES		PAHS	Teacher BA
CEPEDA	JONATHAN		PAHS	Teacher MA
CHAN	GARY		PAHS	Teacher MA
CHAPMAN	KEITH		PAHS	Teacher MA
CHATTOPADHYAY	INDRANATH		PAHS	Teacher BA
CLARK	WILLIAM	T	PAHS	Teacher BA
COLLANTE	MEGAN		PAHS	Teacher MA
CORVINO	NICHOLAS		PAHS	Teacher BA
COSTANZO	JAIME		PAHS	Teacher MA
DAKELMAN	RHONDA		PAHS	Teacher MA
DALTON	KEVIN		PAHS	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
DE LOS SANTOS	ALEX		PAHS	Teacher MA
DEJESUS	YESENIA		PAHS	Teacher BA
DELGADO	JUAN	R	PAHS	Teacher MA
DEMURO	VINCENT		PAHS	Teacher MA
DESAI	DHVANI		PAHS	Teacher MA
DIAZ	LUIS		PAHS	Teacher MA
DILIP	ANITHA		PAHS	Teacher MA
DITOMMASO	KRISTEN		PAHS	Teacher MA
DOHL	JASON		PAHS	Teacher MA
DONATANTONIO	DANTE		PAHS	Teacher BA
EISENSTEIN	LIZA		PAHS	Teacher BA
FERGUSON	JENNIFER		PAHS	Teacher MA
FERLISI	DANIEL		PAHS	Teacher MA
FERNANDEZ	FINIS		PAHS	Teacher BA
FRARACCIO	PAUL		PAHS	Teacher BA
GIMENEZ	VANINA		PAHS	Teacher MA
GLASS	DAYNA	M	PAHS	Teacher MA
GODA	MARTINA		PAHS	Teacher MA
GOGOLIN	AMANDA		PAHS	Teacher MA
GOLDSON	TAYLOR		PAHS	Teacher MA
GOMEZ	DIANE		PAHS	Teacher BA
GONZALEZ	JASON		PAHS	Teacher BA
GORDON	JOHN		PAHS	Teacher MA
GOTTESMAN	ASHLEY		PAHS	Teacher MA
GRAHAM	ALLISON	L	PAHS	Teacher MA
GRANATO	KAREN		PAHS	Teacher MA
GRAY	RIYADHA		PAHS	Teacher BA
GRAZIANO	LISA MARIE		PAHS	Teacher BA
GREVE	JANET	A	PAHS	Teacher MA
GUERRA	JULISSA		PAHS	Teacher MA
GUZMAN	MAUREEN		PAHS	Teacher MA
HAGER	KRISTEN		PAHS	Teacher BA
HALLETT	PAULA		PAHS	Teacher MA
HANSEN	MICHAEL		PAHS	Teacher MA
HATHAWAY	VICTORIA		PAHS	Teacher MA
HEAVEY	KOURTNEY		PAHS	Teacher MA
HUDANISH	MELISSA	A	PAHS	Teacher BA
IASPARRO	VICTORIA		PAHS	Teacher BA
JAMEDAR	PEYMAN		PAHS	Teacher MA
JAWDEKAR	KRITIKA		PAHS	Teacher MA
JOHNSON	CHANNON		PAHS	Teacher BA
JOHNSON	DAVID	J	PAHS	Teacher BA
JOHNSON	LESLIE		PAHS	Teacher MA
JONES	KITORA		PAHS	Teacher MA
KAIER	RICHARD		PAHS	Teacher MA
KAPAJ	XHENI		PAHS	Teacher MA
KATKAUSKAITE	JURGITA		PAHS	Teacher MA
KAUFMAN	JULIANNA		PAHS	Teacher BA
KLECKNER	JEREMIAH		PAHS	Teacher MA
KONOPKA	RAYMOND	J	PAHS	Teacher BA
KRAKOWSKI	CATHERINE		PAHS	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
KRASS	JESSICA		PAHS	Teacher PhD
KRIEGER	LYNN	A	PAHS	Teacher MA
KULKARNI	NEELAM		PAHS	Teacher BA
LAFFEY	KIMBERLY		PAHS	Teacher MA
LANDI	TINA	L	PAHS	Teacher MA
LEIVA	CHRISTINE		PAHS	Teacher MA
LEIVA	JULIO		PAHS	Teacher MA
LEON-ADLER	JACQUELINE		PAHS	Teacher MA
LIDDICK	SHAWN	A	PAHS	Teacher MA
LIPS	NELLY	B	PAHS	Teacher MA
LOPEZ	DIONNE		PAHS	Teacher BA
LOSADA	CASTOR		PAHS	Teacher MA
LOZANO	ALEX		PAHS	Teacher MA
LUGO	NICOLE		PAHS	Teacher MA
LUNA	CONNIE	M	PAHS	Teacher MA
LUNG	ISAAC		PAHS	Teacher MA
MALAVE	LUZ		PAHS	Teacher MA
MALONEY	ROBERT		PAHS	Teacher BA
MANFRE	MICHAEL		PAHS	Teacher BA
MANSON	MICHAEL	R	PAHS	Teacher BA
MARTIN	AMANDA	C	PAHS	Teacher PhD
MARTINEZ	NATHALY		PAHS	Teacher BA
MATEO-BAEZ	ERICA		PAHS	Teacher MA
MATTEI	CHRISTINE		PAHS	Teacher MA
MCCARTHY	LUCAS		PAHS	Teacher BA
MCENERNEY	MICHAEL		PAHS	Teacher BA
MCLAUGHLIN	MARINA		PAHS	Teacher MA
MCLAUGHLIN	LISA		PAHS	Teacher MA
MCMORROW	ALLISON		PAHS	Teacher MA
MEDINA	ALEJANDRO		PAHS	Teacher BA
MERCIER	DANIELLE	D	PAHS	Teacher MA
MESERVIE-MONTECALVO	MICHELE		PAHS	Teacher PhD
MINTMIER	MARIA		PAHS	Teacher BA
MITCHELL	CYNTHIA		PAHS	Teacher BA
MOLINA-MATTA	GERARDO	A	PAHS	Teacher MA
MORALES	ROBERTO		PAHS	Teacher BA
MUNOZ	ELENA	H	PAHS	Teacher MA
NIEBOJESKI	MARK	S	PAHS	Teacher MA
NIGRELLI	VALERIE		PAHS	Teacher MA
NOVAK	JENNIFER		PAHS	Teacher MA
NUNEZ	ALICIA		PAHS	Teacher MA
NUNEZ	JACQUELINE		PAHS	Teacher MA
NWIGWE	UDOKA		PAHS	Teacher PhD
O'GRADY	TRICIA	J	PAHS	Teacher BA
OLIVERO	JORDAN		PAHS	Teacher MA
ORTIZ	JACLYN	L	PAHS	Teacher BA
OTERO	DENISE		PAHS	Teacher MA
OTTERBINE	MELISSA	C	PAHS	Teacher BA
PANDO	JEFFREY		PAHS	Teacher MA
PANEQUE	KAREN		PAHS	Teacher BA
PANNULLO	ANTHONY		PAHS	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
PARISI	CHRISTINE		PAHS	Teacher MA
PARLANTI-CORTESE	JOSEPHINE		PAHS	Teacher MA
PEARY	CORALIE		PAHS	Teacher MA
PEREZ	LIANNA		PAHS	Teacher MA
PEREZ	KRISTINE		PAHS	Teacher MA
PHILLIPS	PATRICK	D	PAHS	Teacher BA
PIZARRO	JOSE	L	PAHS	Teacher MA
PLAGGE	BRIAN		PAHS	Teacher MA
PONNAPALLI	GIRIJA	R	PAHS	Teacher MA
PORTER	KELLEN		PAHS	Teacher MA
POSTELL	DENERE		PAHS	Teacher PhD
RAMIREZ	ALEJANDRO		PAHS	Teacher MA
RAMOS	MOISES		PAHS	Teacher BA
RAMOS	AMINDA	C	PAHS	Teacher MA
RANA	MALA	R	PAHS	Teacher MA
REID	DONALD		PAHS	Teacher MA
RENAUD	HEATHER		PAHS	Teacher MA
RESKO	ROBYN		PAHS	Teacher MA
RIVERA	IRMA		PAHS	Teacher BA
RIVERA	ROSA	M	PAHS	Teacher MA
ROCA	RUTH		PAHS	Teacher BA
RODRIGUEZ	JASCO		PAHS	Teacher BA
RODRIGUEZ	JORGE		PAHS	Teacher MA
RODRIGUEZ	LEEZENIA	N	PAHS	Teacher MA
RODRIGUEZ	DANIEL		PAHS	Teacher MA
RODRIGUEZ	DIANA	I	PAHS	Teacher MA
ROMA	CASSIDY		PAHS	Teacher MA
ROMERO	HENRY	A	PAHS	Teacher BA
RONCIN	ARLENE		PAHS	Teacher PhD
ROSENTHAL	GREGORY		PAHS	Teacher BA
ROTHSTEIN	RONNI		PAHS	Teacher MA
ROTHWEILER	NATALIE		PAHS	Teacher MA
ROWLEY	JASON		PAHS	Teacher BA
RUGGIERO	ROBERT		PAHS	Teacher MA
SALAZAR	SUZANNE		PAHS	Teacher BA
SANTOS-STAGLIANO	JUANA		PAHS	Teacher MA
SAYLES	PETER		PAHS	Teacher BA
SCHNETZER	LUCIA		PAHS	Teacher MA
SCHUNK	KELLY		PAHS	Teacher MA
SCHURKO-WIECZOREK	NINA		PAHS	Teacher MA
SEAMAN	TAMI		PAHS	Teacher MA
SEBOR	TY		PAHS	Teacher BA
SENOPOLE	AIMEE		PAHS	Teacher BA
SHEAFFER	TIMOTHY		PAHS	Teacher BA
SHEPHARD	MICHAEL		PAHS	Teacher BA
SHERMAN	CARRIE	V	PAHS	Teacher BA
SHETTY	SONALI		PAHS	Teacher MA
SIGNOR	GARY	D	PAHS	Teacher BA
SODERHOLM	TIFFANY		PAHS	Teacher MA
SOMERS	MICHAEL		PAHS	Teacher BA
SPENCER	ZACHARY		PAHS	Teacher MA



# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
STAHL	ELIZABETH		PAHS	Teacher BA
SZARAWARSKI	ALAN		PAHS	Teacher PhD
TINEO-DUARTE	MIGDALY		PAHS	Teacher BA
TIRADO	NOEMI		PAHS	Teacher BA
TITA	MICHAEL	A	PAHS	Teacher BA
TORRES	LICEFERY		PAHS	Teacher BA
TOWNS	ERIDANIA		PAHS	Teacher MA
TURAB	NUSRAT		PAHS	Teacher MA
TZANOS	ANNA		PAHS	Teacher MA
UBILLUS	MARITZA	V	PAHS	Teacher MA
VACCA	JAMIE		PAHS	Teacher BA
VELASCO	RANDY		PAHS	Teacher BA
VILLA	MICHELLE		PAHS	Teacher BA
VOSINAS	GEORGE		PAHS	Teacher BA
VYAS	NAYNA		PAHS	Teacher PhD
WAHEED	AFSHAN		PAHS	Teacher MA
WARLICK	KATHRYN		PAHS	Teacher MA
WATSON	TAMYA		PAHS	Teacher BA
WEIBEL	JOSEPH		PAHS	Teacher MA
WELCH	LEA		PAHS	Teacher MA
WELCH	LORIS	V	PAHS	Teacher MA
WILLIAMS	BRYAN	M	PAHS	Teacher BA
WINTENBERG	RACHEL	H	PAHS	Teacher MA
WORTHLEY	COLIN	S	PAHS	Teacher MA
YEE	FRANK	J	PAHS	Teacher BA
YOUSSEF	AMAL		PAHS	Teacher BA
ZARETSKY	LORI	D	PAHS	Teacher MA
ADVANI	BHARATI		R.M. Lopez	Teacher MA
APISA	LAURA	E	R.M. Lopez	Teacher MA
CAMACHO	SANDRA	P	R.M. Lopez	Teacher MA
CANDELARIA	MICHELLE		R.M. Lopez	Teacher BA
CASTILLO	ALEJANDO		R.M. Lopez	Teacher BA
COTT	MACIEL		R.M. Lopez	Teacher BA
CRUZ	JACKELYN	E	R.M. Lopez	Teacher MA
CULLARI	YONAVELL		R.M. Lopez	Teacher BA
DE LA CRUZ	VICKIANA		R.M. Lopez	Teacher MA
EFTHIMIOPOULOS	ANGELA		R.M. Lopez	Teacher BA
ERSZKOWICZ	MICHELLE		R.M. Lopez	Teacher MA
FAZZINO	DIANE		R.M. Lopez	Teacher MA
FIGUEROA	KAYLA		R.M. Lopez	Teacher MA
FISCHER	KURT	M	R.M. Lopez	Teacher MA
FRANCO	DIANA M		R.M. Lopez	Teacher BA
GARABITO	KATHERINE		R.M. Lopez	Teacher MA
GONZALEZ	CANDIDA	A	R.M. Lopez	Teacher BA
GRIER	TIFFANY		R.M. Lopez	Teacher BA
GUEVARA PALACIOS	LUIS		R.M. Lopez	Teacher BA
GUILLEN	KAREN		R.M. Lopez	Teacher MA
HANDERHAN	ANN		R.M. Lopez	Teacher MA
HANIOTIS	ANASTASIA		R.M. Lopez	Teacher MA
HARDY	DANIELLE		R.M. Lopez	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
HERNANDEZ	ELIZABETH	P	R.M. Lopez	Teacher BA
HERNANDEZ	SUSANA		R.M. Lopez	Teacher MA
HOLGUIN	YANILDA		R.M. Lopez	Teacher MA
JIMENEZ	MARIUXI		R.M. Lopez	Teacher MA
JOFRE	IVONNE		R.M. Lopez	Teacher BA
KOZLOWSKI	MELISSA	T	R.M. Lopez	Teacher BA
LAWRIE	MOREENA		R.M. Lopez	Teacher MA
LORENZO	JUAN		R.M. Lopez	Teacher MA
MANLEY	JORDAN		R.M. Lopez	Teacher BA
MARGOLIN	KAREN	M	R.M. Lopez	Teacher MA
MARQUEZ-OTERO	BRENDA	I	R.M. Lopez	Teacher BA
MENDEZ	LUIS	A	R.M. Lopez	Teacher BA
MORALES	FERNANDO		R.M. Lopez	Teacher MA
MORALES	VIRGINIA	P	R.M. Lopez	Teacher MA
NOVAK	KAREN	L	R.M. Lopez	Teacher MA
OCAMPO	STEPHANIE	V	R.M. Lopez	Teacher BA
O'REILLY	CHRISTINE		R.M. Lopez	Teacher BA
ORTEGA	JESSICA		R.M. Lopez	Teacher MA
PALUMBO	MICHELLE	L	R.M. Lopez	Teacher MA
PERALTA ROSARIO	JOVINA		R.M. Lopez	Teacher BA
PEREIRA	TATIANA	J	R.M. Lopez	Teacher BA
POANDL	JENNIFER	C	R.M. Lopez	Teacher BA
PONTICELLO	APRIL	A	R.M. Lopez	Teacher BA
RAMOS	SHELLY	A	R.M. Lopez	Teacher MA
RANSEGNOLA	CLAIRE		R.M. Lopez	Teacher MA
RASMUSSEN	JENNIFER	S	R.M. Lopez	Teacher MA
REDONDO-CHICHARRO	EMMA		R.M. Lopez	Teacher MA
REYNOLDS	MELISSA	D	R.M. Lopez	Teacher MA
RIVERA	ALEXIA	T	R.M. Lopez	Teacher BA
ROBLES-VELEZ	LISSETTE		R.M. Lopez	Teacher BA
ROSSI-SOARES	CYNTHIA	P	R.M. Lopez	Teacher MA
RULLAN	YAMIL		R.M. Lopez	Teacher MA
SAKOWSKI	KARA		R.M. Lopez	Teacher BA
SANCHEZ	SHARON		R.M. Lopez	Teacher MA
SPICUZZO	JOANN		R.M. Lopez	Teacher BA
SPRAGUE	JAYME	A	R.M. Lopez	Teacher MA
TORRES	YOLANDA		R.M. Lopez	Teacher MA
TRUDELL	ROSALIE		R.M. Lopez	Teacher MA
VELEZ	VANESSA		R.M. Lopez	Teacher BA
WAMBA	PATRICIA		R.M. Lopez	Teacher MA
AGOSTO	VALERIE	A	R.N. Wilentz	Teacher MA
ALY	ENGY	M	R.N. Wilentz	Teacher MA
BLOSS	JANET		R.N. Wilentz	Teacher MA
BOYD	JESSICA	L	R.N. Wilentz	Teacher MA
BRADLEY	LAUREN		R.N. Wilentz	Teacher MA
BURINO	ALYSSA		R.N. Wilentz	Teacher MA
CEPARANO	SAMANTHA		R.N. Wilentz	Teacher BA
CHAVEZ	MARIA	C	R.N. Wilentz	Teacher BA
CHROBAK	STEPHANIE		R.N. Wilentz	Teacher BA
CRESPO	ARIANA		R.N. Wilentz	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
CRUZ	MARGARITA		R.N. Wilentz	Teacher BA
CUESTA	TERESA		R.N. Wilentz	Teacher MA
DANIELS	MICHELE	D	R.N. Wilentz	Teacher BA
DIAZ	SULEIBI		R.N. Wilentz	Teacher BA
GERBASI	JESSE		R.N. Wilentz	Teacher BA
GODINEZ	ARIANNA		R.N. Wilentz	Teacher MA
GUTIERREZ	RUSTAM		R.N. Wilentz	Teacher BA
HORNLEIN	MARIA		R.N. Wilentz	Teacher MA
HUZAR	NICHOLAS	M	R.N. Wilentz	Teacher MA
ISAACSON	JARED		R.N. Wilentz	Teacher MA
KOLAYA	LAUREN		R.N. Wilentz	Teacher MA
LARRAHONDO	ANDREA		R.N. Wilentz	Teacher BA
LOPEZ ABREU	CLARIBEL		R.N. Wilentz	Teacher BA
MANFREDI	CHIARA		R.N. Wilentz	Teacher BA
MANSON	MAGDALIA		R.N. Wilentz	Teacher MA
MCALLISTER	TAMARA		R.N. Wilentz	Teacher MA
MELTZER	LAUREN		R.N. Wilentz	Teacher MA
MESSINGER	ALLYSON		R.N. Wilentz	Teacher MA
MONGIELLO	DEBRA		R.N. Wilentz	Teacher MA
MORALES	JASMIN		R.N. Wilentz	Teacher MA
ORTIZ	JESSICA		R.N. Wilentz	Teacher PhD
PALMADESSO	ANDREA	L	R.N. Wilentz	Teacher MA
PAVER-PRITCHARD	DAWN		R.N. Wilentz	Teacher MA
PENNETTA	LAUREN		R.N. Wilentz	Teacher BA
PERCHESKI	LAURENE	A	R.N. Wilentz	Teacher MA
PHOTIS	ALISON	N	R.N. Wilentz	Teacher BA
POLIDURA	JOEL	S	R.N. Wilentz	Teacher BA
POMPONIO	MICHAEL		R.N. Wilentz	Teacher BA
PRESS	ALISON		R.N. Wilentz	Teacher MA
RANDOLPH	JACQUELYN		R.N. Wilentz	Teacher MA
REEVES	JILL		R.N. Wilentz	Teacher MA
REID	RACHEL	B	R.N. Wilentz	Teacher MA
RIOS	DENA		R.N. Wilentz	Teacher BA
RODRIGUEZ	AGATHA		R.N. Wilentz	Teacher MA
RUISE	NICOLE	M	R.N. Wilentz	Teacher BA
SANTANA	EDWIN		R.N. Wilentz	Teacher BA
SHINTANI	EMIRI		R.N. Wilentz	Teacher BA
STEMPER	AMY		R.N. Wilentz	Teacher MA
SUTERA	GINAMARIE		R.N. Wilentz	Teacher MA
TUGENTMAN	LORI		R.N. Wilentz	Teacher MA
VELOZ-PLASENCIA	SOLANGIE		R.N. Wilentz	Teacher MA
WATSON	WANDA		R.N. Wilentz	Teacher MA
WECHTER	MATTHEW	I	R.N. Wilentz	Teacher BA
YOHANANOV	HEATHER		R.N. Wilentz	Teacher MA
ALFARO	CAROLYN		S.E. Shull	Teacher MA
ARRINGTON	SCHAKIA	N	S.E. Shull	Teacher MA
ATKINS	SEAN		S.E. Shull	Teacher MA
BARTOLO MENDEZ	MINERVA		S.E. Shull	Teacher MA
BORTMAN	REBECCA		S.E. Shull	Teacher MA
BOUGHTON	VICTORIA		S.E. Shull	Teacher MA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
BOYKINS	KATRICA		S.E. Shull	Teacher MA
BUGGE	NICOLETTE	A	S.E. Shull	Teacher BA
CAMPANILE	ANTHONY		S.E. Shull	Teacher MA
CLEM	DALLAS		S.E. Shull	Teacher BA
COLANGELO	TAMARA		S.E. Shull	Teacher MA
COLEMAN	LISA		S.E. Shull	Teacher MA
CONCEPCION	DENISE		S.E. Shull	Teacher BA
CORREIA	KATHLEEN		S.E. Shull	Teacher BA
COSTELLO	JAMES		S.E. Shull	Teacher MA
COTT	CELESTE	A	S.E. Shull	Teacher BA
DABROWSKI	JAMES	R	S.E. Shull	Teacher BA
DAVISON	JOE	A	S.E. Shull	Teacher PhD
DEWITT	ASHLEY		S.E. Shull	Teacher BA
ELMAHALAWY	AYATT		S.E. Shull	Teacher MA
ENCARNACION	JAMIE		S.E. Shull	Teacher BA
ESTEVEZ	INDHIRA		S.E. Shull	Teacher MA
EVANGELISTA	ROBERT	S	S.E. Shull	Teacher BA
FREIRE	KAREN		S.E. Shull	Teacher MA
GARCIA	THOMAS		S.E. Shull	Teacher MA
HAYES	JENNIFER		S.E. Shull	Teacher MA
HERNANDEZ	TERESA		S.E. Shull	Teacher BA
KANE	JENNA		S.E. Shull	Teacher BA
KREGELOH	ERNEST	M	S.E. Shull	Teacher MA
LEONARDIS	GINO		S.E. Shull	Teacher BA
LIN	KATHERINE	M	S.E. Shull	Teacher MA
LIVESEY	KELLY		S.E. Shull	Teacher MA
LOAYZA	ROSA		S.E. Shull	Teacher MA
MAGEE	ELYSSA		S.E. Shull	Teacher PhD
MALONE	SHEALYN		S.E. Shull	Teacher BA
MATEO	JENISSA		S.E. Shull	Teacher MA
MCCALL	CELESTE		S.E. Shull	Teacher BA
MCDONALD	ERIC		S.E. Shull	Teacher BA
MEDINA	VANESSA		S.E. Shull	Teacher BA
MILLER	MICHELE		S.E. Shull	Teacher MA
MORGAN	DIANE		S.E. Shull	Teacher MA
MOSTLER	HALEY	M	S.E. Shull	Teacher BA
MOYA	PAMELA		S.E. Shull	Teacher BA
MULLER	KRISTINE	E	S.E. Shull	Teacher BA
NOGUEIRA	JORGE	M	S.E. Shull	Teacher BA
OKEEFE	MARISOL		S.E. Shull	Teacher MA
OLIVEIRA	OLGA		S.E. Shull	Teacher MA
ORTIZ	JENNIFER		S.E. Shull	Teacher MA
PALTJON	MELISSA	A	S.E. Shull	Teacher BA
PATEL	NIRMALA		S.E. Shull	Teacher MA
PEREZ	JESSICA	J	S.E. Shull	Teacher MA
PEREZ	JESSICA	M	S.E. Shull	Teacher MA
PINOSA	MELISSA	L	S.E. Shull	Teacher BA
RIGGINS	ELISA	R	S.E. Shull	Teacher MA
RODRIGUEZ	FRANCHESKA		S.E. Shull	Teacher BA
ROMAN-MARCANO	KRISTY		S.E. Shull	Teacher BA
ROMANO	MELANIE		S.E. Shull	Teacher MA



# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
RUSSO	NICOLE		S.E. Shull	Teacher MA
SEFACK	MICHAEL		S.E. Shull	Teacher MA
SIEGLE	TANDY		S.E. Shull	Teacher MA
SIKORA	LAUREN		S.E. Shull	Teacher MA
STADTLER	MICHAEL		S.E. Shull	Teacher MA
TEGANO	BENEDICT	J	S.E. Shull	Teacher MA
TORRES	ANNETTE		S.E. Shull	Teacher BA
TRAPANESE	DAVID		S.E. Shull	Teacher MA
VALENTE	MARILYN		S.E. Shull	Teacher BA
VAN DEN AKKER	TARA		S.E. Shull	Teacher BA
VELEZ	LESLIE	Y	S.E. Shull	Teacher MA
VICENTE	MARITA		S.E. Shull	Teacher MA
VILLARREAL	JULIA	S	S.E. Shull	Teacher BA
VISOKAY	AMANDA		S.E. Shull	Teacher MA
VISTOSO	ALFONSO		S.E. Shull	Teacher BA
VIZZACCHERO	MARYBETH		S.E. Shull	Teacher MA
WILLIAMS	WENDY	A	S.E. Shull	Teacher MA
WINSTON	AUDREY		S.E. Shull	Teacher MA
WYTANIS	MARGARET		S.E. Shull	Teacher BA
COCCIA	DANIELLE		School 7	Teacher BA
DIAZ	JACQUELYN		School 7	Teacher BA
GONZALEZ	INGRID		School 7	Teacher MA
GRAHAM	ERICA		School 7	Teacher MA
HERITS-COVELLO	BETH	A	School 7	Teacher BA
HERNANDEZ	ELSA	M	School 7	Teacher BA
HERNANDEZ-NUNEZ	AGUSTINA		School 7	Teacher MA
KARABINCHAK	HALEY		School 7	Teacher BA
KLEIN	ERIN		School 7	Teacher BA
LAMB	KRISTEN		School 7	Teacher MA
LOPEZ	OTONIEL		School 7	Teacher BA
LOPEZ-VALDES	MELISSA		School 7	Teacher BA
PATINHO	AILANA		School 7	Teacher MA
RAMOS	ROSA	M	School 7	Teacher PhD
REYES	ELIZABETH		School 7	Teacher BA
RODRIGUEZ	ADRIANA		School 7	Teacher BA
STISI	JENNIFER		School 7	Teacher MA
STOPEK	SARA	E	School 7	Teacher MA
TREZZA	KERRY		School 7	Teacher BA
ACOSTA	SOVEYRA		W.C. McGinnis	Teacher MA
ALVAREZ	NEREIDA	E	W.C. McGinnis	Teacher MA
ANDERSON	HEATHER	D	W.C. McGinnis	Teacher BA
ARLT	ZACHARY		W.C. McGinnis	Teacher MA
BAUER	TODD	L	W.C. McGinnis	Teacher BA
BOGGS-CRISTALLO	JENNIFER		W.C. McGinnis	Teacher MA
BROWN	AIMEE		W.C. McGinnis	Teacher MA
BRUMBAUGH	ROBIN		W.C. McGinnis	Teacher BA
BURZYNSKI	RICHARD		W.C. McGinnis	Teacher BA
CANELA	DENNY		W.C. McGinnis	Teacher BA
CARDONA	DAVID		W.C. McGinnis	Teacher BA

# Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
CEPEDA	MAYELIN	E	W.C. McGinnis	Teacher MA
CHAPMAN	LUANN	M	W.C. McGinnis	Teacher MA
COLUMBUS	SHYANN		W.C. McGinnis	Teacher BA
CORDOVA	ESTHER		W.C. McGinnis	Teacher BA
D'EGIDIO-VASQUEZ	INGRID		W.C. McGinnis	Teacher MA
DESIMONE	MARY		W.C. McGinnis	Teacher MA
DOCTOR	ALYSSA		W.C. McGinnis	Teacher MA
DURA	KRISTIN	L	W.C. McGinnis	Teacher MA
EDWARD	SHIRLEY		W.C. McGinnis	Teacher MA
ENGROFF	BRIAN	J	W.C. McGinnis	Teacher BA
ESRIG	JESSICA		W.C. McGinnis	Teacher BA
GAINES	BRITTANY		W.C. McGinnis	Teacher MA
GUADAGNO	COURTNEY		W.C. McGinnis	Teacher BA
HARNING	DANIEL	T	W.C. McGinnis	Teacher BA
HOLT	SHERRI		W.C. McGinnis	Teacher MA
HUGHES	JOHANNA	A	W.C. McGinnis	Teacher BA
IEZZI	ROBERT		W.C. McGinnis	Teacher MA
IRIZARRY	HEIDY		W.C. McGinnis	Teacher MA
IRIZARRY	JONATHAN		W.C. McGinnis	Teacher MA
JACOB	WENDY		W.C. McGinnis	Teacher MA
JEBARA	MERVETTE		W.C. McGinnis	Teacher MA
JIMENEZ	REGINA		W.C. McGinnis	Teacher MA
KICHULA	JENNIFER		W.C. McGinnis	Teacher BA
KOWALICK	STEPHANIE		W.C. McGinnis	Teacher MA
KRICKS	ERIC	R	W.C. McGinnis	Teacher BA
LACASSE	REBECCA		W.C. McGinnis	Teacher BA
LEBRON	ANA		W.C. McGinnis	Teacher MA
LIBERMAN	PAOLA		W.C. McGinnis	Teacher MA
LOBBAN	JAMIE		W.C. McGinnis	Teacher MA
LUGO	JOSE L		W.C. McGinnis	Teacher MA
LUNA	GABRIELA		W.C. McGinnis	Teacher MA
MCALINDEN	JORDANN	A	W.C. McGinnis	Teacher BA
MCGEE	KEVIN		W.C. McGinnis	Teacher BA
MCILHENNY	GINA		W.C. McGinnis	Teacher MA
MEDINA	ELIZABETH		W.C. McGinnis	Teacher MA
MENDOZA	JUAN	C	W.C. McGinnis	Teacher MA
MINI	RENEE	M	W.C. McGinnis	Teacher BA
MURPHY	SHELLEY		W.C. McGinnis	Teacher BA
NARDONE	DANIELLE		W.C. McGinnis	Teacher BA
NICHOLS	DONALD		W.C. McGinnis	Teacher MA
NOTINO	GERRY		W.C. McGinnis	Teacher MA
OLIVEIRA-RUA	ANGELA		W.C. McGinnis	Teacher MA
ORGO	STEVEN		W.C. McGinnis	Teacher MA
OSTERMANN	DOROTHY		W.C. McGinnis	Teacher MA
PASIGOS	JAMIE	M	W.C. McGinnis	Teacher MA
PETERS	BRIAN	G	W.C. McGinnis	Teacher BA
PRENDERGAST	DAISY		W.C. McGinnis	Teacher BA
PRINCE	RHONDA	M	W.C. McGinnis	Teacher MA
PUGLIESE	GABRIELA		W.C. McGinnis	Teacher MA
REDA	JENNIFER		W.C. McGinnis	Teacher BA
RILEY	JOHN	M	W.C. McGinnis	Teacher BA

## Certified Staff

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
RIVERA	MARK	A	W.C. McGinnis	Teacher BA
ROBERTSON	POLINA		W.C. McGinnis	Teacher BA
RODRIGUEZ	ALI		W.C. McGinnis	Teacher MA
ROJAS	MELANIE		W.C. McGinnis	Teacher MA
ROMERO	IBETH		W.C. McGinnis	Teacher MA
RUIZ	JOANN	M	W.C. McGinnis	Teacher BA
SALAS	SARAH		W.C. McGinnis	Teacher MA
SANDERS	LAURENCE		W.C. McGinnis	Teacher MA
SANTAMARIA	JOSIAH		W.C. McGinnis	Teacher BA
SCONIERS-BLACK	DEIRDRE		W.C. McGinnis	Teacher MA
SHER	RACHEL		W.C. McGinnis	Teacher MA
SINGH	KIMBERLEY	K	W.C. McGinnis	Teacher BA
SULLIVAN	HEATHER		W.C. McGinnis	Teacher BA
TAFERO	BRIAN		W.C. McGinnis	Teacher BA
TEJADA DE JESUS	YUDERKA		W.C. McGinnis	Teacher BA
THOR	KATHRYN	J	W.C. McGinnis	Teacher MA
TISCH	SHAWN		W.C. McGinnis	Teacher BA
TRETSKY	JILL	K	W.C. McGinnis	Teacher BA
VALANTE	LAWRENCE	W	W.C. McGinnis	Teacher PhD
VASFAILO	LISA		W.C. McGinnis	Teacher BA
VAZQUEZ	EDGARDO		W.C. McGinnis	Teacher MA
VAZQUEZ	MARILYN		W.C. McGinnis	Teacher MA
VEGA	LUZ	M	W.C. McGinnis	Teacher MA
VELEZ	SANDRA		W.C. McGinnis	Teacher MA
VISCAINO	SADIE		W.C. McGinnis	Teacher BA
WISSEN	MARC		W.C. McGinnis	Teacher BA
YANNONE-PAWSKI	HEATHER		W.C. McGinnis	Teacher BA

## Attendance Officer

**Sept. 1, 2025 - June 30, 2026  
School Year**

<b>Last Name</b>	<b>First Name</b>	<b>MI</b>	<b>Location</b>	<b>Job Title</b>
LEONARDO	YOHANNY		District	Attendance Officer
STANKOVITZ	VANESSA		District	Attendance Officer



## Custodians

**July 1, 2025 - June 30, 2026**  
**School Year**

Last Name	First Name	MI	Location	Job Title
COLON	EMILIO		A.V. Ceres	Custodian A
DIAZ GONZALEZ	FIORDALIZA		A.V. Ceres	Custodian A
PEREZ	BASILIO	A	A.V. Ceres	Custodian A
RIVERA	ANDRES		A.V. Ceres	Head Custodian
RUIZ-TIRADO	RAMON LUIS		A.V. Ceres	Custodian A
HERNANDEZ	MARISELA		Admin. Building	Custodian A
LOPEZ	JUAN		Admin. Building	Head Custodian
MARTE	JACINTA		Admin. Building	Custodian A
URENA RODRIGUEZ	RIDGAR		Admin. Building	Custodian A
CABRERA RIVERA	LAZARO		Dual Language	Custodian A
TAPIA	MANUEL		Dual Language	Head Custodian
CORREA	MIGUEL	A	E. Hmiesleski	Head Custodian
DEJESUS HERNANDEZ	ANA		E. Hmiesleski	Custodian A
GUTIERREZ	ANTONIA		E. Hmiesleski	Custodian B
MARTINEZ	ANDRES	E	E. Hmiesleski	Asst. Head Cust. - A
ABREU	KENNY		E.J. Patten	Custodian A
GEREZ-BATISTA	MIGUEL	A	E.J. Patten	Asst. Head Cust. - A
GUZMAN	EDNA		E.J. Patten	Head Custodian
JEREZ ALMONTE	CARMELINA		E.J. Patten	Custodian A
LOPEZ	LUIS	E	E.J. Patten	Custodian A
PEREZ DE GONZALEZ	MADELYN		E.J. Patten	Custodian A
BOURDIER DE DIAZ	CRUSELYN	D	H.N. Richardson	Custodian A
GONZALEZ	SERGIO		H.N. Richardson	Custodian A
LORA	TEONILA		H.N. Richardson	Asst. Head Cust. - A
OQUENDO	MADELINE		H.N. Richardson	Custodian A
PAULINO	GREGORIO		H.N. Richardson	Head Custodian
PEGUERO CASTILLO	CARMEN	L	H.N. Richardson	Custodian A
SERRANO	JAMIE	M	H.N. Richardson	Custodian A
FELICIANO	ORLANDO		Ignacio Cruz	Head Custodian
GONZALEZ	MARTHA		Ignacio Cruz	Asst. Head Cust. - A
OTERO	DAVID		Ignacio Cruz	Custodian A
REINOSO URENA	LAURA		Ignacio Cruz	Custodian A
RODRIGUEZ	JOSE		Ignacio Cruz	Custodian A
FELICIANO	ERIC		J.J. Flynn	Custodian A
MARTINEZ	YUDIT		J.J. Flynn	Custodian A
MORONTA	JOSE		J.J. Flynn	Asst. Head Cust. - A
PUNTIEL	ALBERTO		J.J. Flynn	Custodian A
ROSA JR.	CARLOS		J.J. Flynn	Custodian A
STEFANICK	DENNIS		J.J. Flynn	Head Custodian
ABREU	JACOBO		PAHS	Custodian A
ABREU RODRIGUEZ	MARIA		PAHS	Custodian A
AROCHO	RAFAEL		PAHS	Asst. Head Cust. - A
CRUZ	LEONARDO		PAHS	Head Custodian

## Custodians

**July 1, 2025 - June 30, 2026**  
**School Year**

Last Name	First Name	MI	Location	Job Title
FERNANDEZ	NICOLAS	C	PAHS	Asst. Head Cust. - A
MARTINEZ	ANTHONY	W	PAHS	Asst. Head Cust. - A
MAYSONET	PATRICIA		PAHS	Custodian A
MINAYA	JUAN	C	PAHS	Custodian A
MONIS	MARY		PAHS	Custodian A
MORILLO DE INOA	ROSARIO		PAHS	Custodian A
NUNEZ	SADARMELIS	M	PAHS	Custodian A
NUNEZ	GILFRANK		PAHS	Head Custodian
NUNEZ EMILIANO	XIOMARA		PAHS	Custodian B
OLIVERA	JOSE	A	PAHS	Custodian A
PUNTIEL	JOSE		PAHS	Custodian A
QUIROZ NUNEZ	PABLO		PAHS	Custodian A
RAMOS LARA	SANTOS	C	PAHS	Custodian A
REYES	CESAR		PAHS	Custodian A
SIMO	KEITH		PAHS	Custodian A
TAPIA	SANDRA	M	PAHS	Custodian A
VALDEZ GENAO	JUAN		PAHS	Custodian A
ABREU ABREU	ADELSON		R.M. Lopez	Custodian A
BATISTA	NEREIDA		R.M. Lopez	Custodian A
CORCINO	GUARIONEX	A	R.M. Lopez	Custodian A
CRUZ	ELVIO		R.M. Lopez	Custodian A
GENAO VALDEZ	FRANCISCA		R.M. Lopez	Custodian A
GONZALEZ	RAFAEL	M	R.M. Lopez	Asst. Head Cust. - A
GRANT	TYRELL	L	R.M. Lopez	Head Custodian
INOA ROSARIO	MANUEL		R.M. Lopez	Custodian A
OLIVERA	BELKIS	Y	R.M. Lopez	Custodian A
TAPIA	ROSARIO		R.M. Lopez	Custodian A
CROSS	GUY		R.N. Wilentz	Head Custodian
ECHEVARRIA	ELLIOT		R.N. Wilentz	Custodian A
FERNANDEZ	DOMINGO		R.N. Wilentz	Custodian A
GENAO	GILBERTO		R.N. Wilentz	Custodian A
GONZALEZ	VIDAL	L	R.N. Wilentz	Custodian A
PEREZ	LIGIA		R.N. Wilentz	Custodian A
ROSA	SANTO		R.N. Wilentz	Asst. Head Cust. - A
CRUZ	JORGE		S.E. Shull	Custodian A
DIAZ	ALVARO		S.E. Shull	Custodian A
FREIRE	LUIS E		S.E. Shull	Custodian A
KALICZYNSKI	MARK	M	S.E. Shull	Head Custodian
LOPEZ	ANGELICA		S.E. Shull	Custodian A
LOPEZ DE VILLARREAL	LORENA		S.E. Shull	Custodian A
RODRIGUEZ	YANIRY		S.E. Shull	Custodian A
RUIZ	SURELYS		S.E. Shull	Asst. Head Cust. - A
VELEZ	MIGUEL	A	S.E. Shull	Custodian A
CANCEL	EDUARDO		School 7	Head Custodian
ROSA	FERNANDO		School 7	Custodian A
CASTILLO	VICTOR	M	W.C. McGinnis	Custodian A

## Custodians

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
COLLADO	MIGUEL		W.C. McGinnis	Custodian A
DIAZ	JULIANA		W.C. McGinnis	Custodian A
FERNANDEZ	GILVYN		W.C. McGinnis	Head Custodian
GONZALEZ	JUNIOR		W.C. McGinnis	Custodian A
GRULLON	RAMON	A	W.C. McGinnis	Custodian A
MEDINA	VICENTA		W.C. McGinnis	Custodian A
RODRIGUEZ NUNEZ	DIOMEDES		W.C. McGinnis	Asst. Head Cust. - A

# Food Service

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
DEVLIN	KAREN		A.V. Ceres	Cafe Mgr Level II
RIVERA	JANET		A.V. Ceres	General Food Service
RODRIGUEZ	ELIZABETH		A.V. Ceres	General Food Service
RUIZ	JACKELINE		A.V. Ceres	General Food Service
DILLA	ERNESTO		Admin. Building	Food Service Driver/12 month
ABREU	FATIMA	A	Dual Language	General Food Service
DE DIOS-LEONARDO	YOKASTA		Dual Language	Cook-Ceres
LEONARDO	SANDRA		E. Hmieleski	Cafe Mgr Level II
PEREZ	CLARIBEL		E. Hmieleski	General Food Service
EVANGELOU	JOHN	N	E.J. Patten	General Food Service
GARCIA RUIZ	JOHANNA		E.J. Patten	General Food Service
GUZMAN-RODRIGUEZ	NOEMI		E.J. Patten	General Food Service
LOPEZ	SYLVIA	N	E.J. Patten	Asst. Cook/HS/McG
REYES	VILMARIA		E.J. Patten	Cafe Mgr Level II
BARNES	MARIE	E	H.N. Richardson	General Food Service
ESPINOZA	NIDIA	M	H.N. Richardson	General Food Service
NUNEZ	MARIA		H.N. Richardson	General Food Service
ROCCHI-VILLAMIZAR	JENNY		H.N. Richardson	Cafe Mgr Level III
AROCHO	DULCE	M	Ignacio Cruz	General Food Service
QUINONES	MARIA	L	Ignacio Cruz	Cafe Mgr Level II
GUZMAN	JUANA		J.J. Flynn	Cook-Ceres
HERNANDEZ	CAROLINA		J.J. Flynn	General Food Service
JIMENEZ	NOEMI		J.J. Flynn	General Food Service
REINOSO	WANDA		J.J. Flynn	Cafe Mgr Level II
DA SILVA	ISILDA		PAHS	Asst. Mgr/HS/McG
DIAZ-MELGAREJO	MARIBEL		PAHS	Cafe Mgr Level III
GOMEZ	HILARIA		PAHS	Cafe Mgr Level III
HARRIS	DEBRA		PAHS	Cafe Mgr Level I
KUZIEMSKI	DANUTA		PAHS	General Food Service
LOPES	MARIA	C	PAHS	General Food Service
MARTE	NURIS		PAHS	General Food Service
MARTINEZ	MARIA	N	PAHS	Cafe Mgr Level III
NIEVES	EDWIN		PAHS	Special Food Service
PAXOS	LINDA	S	PAHS	General Food Service
PEREZ	CRISTY	J	PAHS	General Food Service
RAMOS	JEANETTE		PAHS	General Food Service
SANTANA DE MARRERO	NATALIA		PAHS	General Food Service
VARGAS	SONIA		PAHS	Head Cook/HS/McG
CABRERA	MICHAEL	A	R.M. Lopez	General Food Service
CONCEPCION	ESTELA	J	R.M. Lopez	Cafe Mgr Level II
MARTE	ALTAGRACIA		R.M. Lopez	General Food Service
RAMOS	BELKIS	A	R.M. Lopez	General Food Service



## Food Service

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
BOSQUES	ROSALIA		R.N. Wilentz	Cafe Mgr Level II
LISKA	MICHELE	M	R.N. Wilentz	Head Cook/HS/McG
QUINTANA	MAGDA	L	R.N. Wilentz	General Food Service
CIUDAD	CAROLA		S.E. Shull	General Food Service
DEDIOS LEONARDO	ALICIA		S.E. Shull	Cook-Ceres
DOS REIS	DIONIDES		S.E. Shull	General Food Service
ECHEVARRIA	MILAGRO		S.E. Shull	General Food Service
LOPEZ	ALBA	Y	S.E. Shull	Cafe Mgr Level II
MORALES	GABRIEL		S.E. Shull	Special Food Service
PEREZ	DORA		S.E. Shull	General Food Service
SERRANO	LYDIA	E	S.E. Shull	General Food Service
DIAZ	LISA		School 7	Cafe Mgr Level III
CORREA	ADA		W.C. McGinnis	General Food Service
IRIZARRY	ELIZABETH		W.C. McGinnis	General Food Service
LISKA	ANTHONY	J	W.C. McGinnis	Special Food Service
MUNOZ	ORIOLA		W.C. McGinnis	General Food Service
PEREZ	LIZZIE		W.C. McGinnis	Cafe Mgr Level II
VARGAS-PALACIOS	JACKELINE		W.C. McGinnis	General Food Service

## Home School Liaison

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
TREJO	NANCY		District	Home School Liaison
VELEZ	FELIX		District	Home School Liaison
MUGICA	FRANK		District	Home School Liaison
ARLEQUIN	CAROLYN		District	Home School Liaison
DELACRUZ	LILIANA		District	Home School Liaison

# Paraprofessionals

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
PINEIRO FIGUEROA	SYLVIA	J	Adult School	Paraprofessional+90
BONILLA	LISA ANN		A.V. Ceres	Paraprofessional+60
DEFEX	PATRICIA		A.V. Ceres	Paraprofessional+90
GERIS	ENAYAT		A.V. Ceres	Paraprofessional BA
MAISONAVE	ANGELICA		A.V. Ceres	Paraprofessional+60
SALLEY	KIMARA		A.V. Ceres	Paraprofessional+90
WARDENSKI	ANA	J	A.V. Ceres	Paraprofessional+90
ACOSTA	RUDI		E. Hmieleski	Paraprofessional+90
ARIAS	YOMARA		E. Hmieleski	Paraprofessional+60
BLAUSER	LYNORE	L	E. Hmieleski	Para-ParaPro
BURT	MARYBETH		E. Hmieleski	Paraprofessional+90
CASAS	LUZ		E. Hmieleski	Paraprofessional+90
CONVERY	LORENZA	L	E. Hmieleski	Paraprofessional+60
DIAZ	JAZMINE		E. Hmieleski	Paraprofessional+90
FERNANDEZ	YANIRIS		E. Hmieleski	Paraprofessional+90
GONZALES	ANTONIO	R	E. Hmieleski	Para-ParaPro
HARTUNG	SAMANTHA		E. Hmieleski	Para-ParaPro
HERNANDEZ	CYNTHIA		E. Hmieleski	Para-ParaPro
HERNANDEZ	LUIS		E. Hmieleski	Paraprofessional+90
HERNANDEZ	YIRENNI		E. Hmieleski	Paraprofessional+90
INFANTE	JENNY	A	E. Hmieleski	Paraprofessional+90
LOPEZ MEJIA	CAROLINA		E. Hmieleski	Paraprofessional+90
LUGO POLONIA	EMILY		E. Hmieleski	Paraprofessional+90
MARCUCCI	WENDELIN		E. Hmieleski	Paraprofessional+90
MATEO	MARIA		E. Hmieleski	Paraprofessional+90
MERCEDES	IRLANDIA		E. Hmieleski	Paraprofessional+90
MONTERO	JULISSA		E. Hmieleski	Paraprofessional+90
OLIVEROS	MARIA		E. Hmieleski	Paraprofessional+90
PALPAN	ROSA		E. Hmieleski	Paraprofessional+90
PAULINO DE VARGAS	ANA		E. Hmieleski	Paraprofessional+90
PENA HERNANDEZ	NATALIA		E. Hmieleski	Paraprofessional+90
POZO	MARTHA		E. Hmieleski	Paraprofessional+90
RAMOS	KEILA		E. Hmieleski	Para-ParaPro
REYNOSO	DAYS		E. Hmieleski	Para-ParaPro
RIOS	YARITZA		E. Hmieleski	Paraprofessional+90
RIVERA	NILSSON		E. Hmieleski	Paraprofessional+90
ROSADO	KELLY		E. Hmieleski	Paraprofessional+90
SANCHEZ	BLANCA		E. Hmieleski	Paraprofessional+60
SANCHEZ	MARIA B		E. Hmieleski	Paraprofessional+90
SANTOS	CECILIA		E. Hmieleski	Paraprofessional+90
SOLES	IRIS	L	E. Hmieleski	Paraprofessional+90
THOMPSON	NOEMI		E. Hmieleski	Paraprofessional+60
TORRES	CARMEN		E. Hmieleski	Paraprofessional+90
VIRTO	TANIA		E. Hmieleski	Paraprofessional+60
ZAMBRANO	WENDY		E. Hmieleski	Para-ParaPro
ALICEA	GISELA		E.J. Patten	Paraprofessional+90
CANCEL	PRISCILLA		E.J. Patten	Paraprofessional+90
CRUZ	CARMEN	E	E.J. Patten	Paraprofessional+90

# Paraprofessionals

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
DEL ORBE LIZARDO	MAGDELIN		E.J. Patten	Paraprofessional+90
FIGUEROA	NICHOLE	M	E.J. Patten	Paraprofessional+90
GUMBS	ROSE		E.J. Patten	Para-ParaPro
HERNANDEZ	HEATHER		E.J. Patten	Paraprofessional+90
HERNANDEZ	YESSENIA		E.J. Patten	Paraprofessional+90
HUIZA	ESTHER		E.J. Patten	Paraprofessional+90
LOPEZ	RAQUEL		E.J. Patten	Para-ParaPro
LOPEZ SOTO	CAROLINA		E.J. Patten	Paraprofessional+90
MANIVANNAN	VINUTHA		E.J. Patten	Paraprofessional+90
MUNOZ	CARINA		E.J. Patten	Paraprofessional+90
MUNOZ	YASMIN		E.J. Patten	Paraprofessional+90
NIEVES	MARITZA		E.J. Patten	Paraprofessional+60
RAWLES	LONNIE		E.J. Patten	Paraprofessional+90
RIVERA	NELIDA		E.J. Patten	Para-ParaPro
SAINT-CLAIR	ROXANNA		E.J. Patten	Paraprofessional+60
SOTO	NAYDA		E.J. Patten	Para-ParaPro
TICAS	LORRAINE		E.J. Patten	Paraprofessional+90
TORRES	TOMASA		E.J. Patten	Paraprofessional+60
VELEZ	MARTA		E.J. Patten	Para-ParaPro
VELEZ	MARIA	N	E.J. Patten	Paraprofessional+90
ABREU	ROGELINA		H.N. Richardson	Paraprofessional+90
BARBER	LORI		H.N. Richardson	Paraprofessional+90
DIAZ DE GONZALEZ	JUANA		H.N. Richardson	Paraprofessional+90
FOLKART	JENNIFER		H.N. Richardson	Paraprofessional BA
GONZALEZ	ELYSA		H.N. Richardson	Paraprofessional+90
LOUIS	MELISSA		H.N. Richardson	Paraprofessional+60
LOURENCO	VANESSA		H.N. Richardson	Paraprofessional+90
MERCADO	JENNIFER		H.N. Richardson	Para-ParaPro
MILLA GARCIA	DIANA		H.N. Richardson	Paraprofessional+60
NOVIO	MARIA		H.N. Richardson	Paraprofessional+60
PEGUERO VELOZ	JUANA	A	H.N. Richardson	Paraprofessional+90
PEGUERO-LUGO	MARIA		H.N. Richardson	Paraprofessional+90
PERALTA	YONNIRA		H.N. Richardson	Paraprofessional+90
PLA	DINA	E	H.N. Richardson	Paraprofessional+90
PRATS	MARISOL		H.N. Richardson	Para-ParaPro
RAMOS-CARDONA	JACQUELYN		H.N. Richardson	Paraprofessional+60
RESTITUYO	CHRISTY		H.N. Richardson	Paraprofessional+90
ROMAN	MONICA	L	H.N. Richardson	Paraprofessional+90
ROSARIO	SYLVIA		H.N. Richardson	Paraprofessional+60
TAYLOR	RAMONA	L	H.N. Richardson	Paraprofessional+90
TORIBIO	MARIBEL		H.N. Richardson	Paraprofessional+90
VAQUERO	CECILIA		H.N. Richardson	Paraprofessional+90
ACOSTA	ELISE	M	Ignacio Cruz	Paraprofessional+60
BAEZ	MARTINA		Ignacio Cruz	Paraprofessional+90
BARRETO	MADLINE		Ignacio Cruz	Para-ParaPro
BENYOLA II	DAVID	M	Ignacio Cruz	Paraprofessional+90
CANDELARIO	MICHELE		Ignacio Cruz	Paraprofessional+90
CARDONA	LIMARIS		Ignacio Cruz	Paraprofessional+90
CASAL	ETELVINA	J	Ignacio Cruz	Paraprofessional BA



## Paraprofessionals

**Sept. 1, 2025 - June 30, 2026**  
**School Year**

Last Name	First Name	MI	Location	Job Title
COLLADO	ALBANIA		Ignacio Cruz	Para-ParaPro
COLON	EMILY		Ignacio Cruz	Para-ParaPro
CRUZ	ANA		Ignacio Cruz	Paraprofessional+90
CUKOVIC	MIRIAN		Ignacio Cruz	Para-ParaPro
DELEON	MICHAEL	P	Ignacio Cruz	Paraprofessional+90
DERESKEVICIUTE	AUSRINE		Ignacio Cruz	Paraprofessional+90
DIAZ	ROSALBA		Ignacio Cruz	Paraprofessional+90
DUNN	MARIELLE		Ignacio Cruz	Paraprofessional+90
GONZALEZ	JACQUELINE	I	Ignacio Cruz	Para-ParaPro
HERNANDEZ	JULISSA		Ignacio Cruz	Paraprofessional+90
HERNANDEZ	MARLENE		Ignacio Cruz	Paraprofessional+90
HERNANDEZ-ALBUQUERQUE	KAREN		Ignacio Cruz	Paraprofessional+60
JEREZ	JEANNETTE		Ignacio Cruz	Paraprofessional BA
JIMENEZ	TERESA	S	Ignacio Cruz	Para-ParaPro
LONDONO	CLAUDIA		Ignacio Cruz	Paraprofessional+90
MARTE	ANA	M	Ignacio Cruz	Paraprofessional+90
MARTELL	MILAGROS		Ignacio Cruz	Paraprofessional+60
MARTINEZ	ALINA		Ignacio Cruz	Paraprofessional+90
MARTINEZ	ANGELA	V	Ignacio Cruz	Paraprofessional+90
MEZA	MARIA	C	Ignacio Cruz	Paraprofessional+90
NAPOLIS	ROSA	I	Ignacio Cruz	Paraprofessional+60
NUNEZ RODRIGUEZ	ROSALINA		Ignacio Cruz	Paraprofessional+90
PEREZ	MASSIEL		Ignacio Cruz	Paraprofessional+90
PEREZ-DIAZ	YISEL		Ignacio Cruz	Paraprofessional+90
PICHARDO GARCIA	CANDY		Ignacio Cruz	Paraprofessional+60
RIVERA	EMMA		Ignacio Cruz	Paraprofessional+60
RODRIGUEZ	LISA		Ignacio Cruz	Para-ParaPro
RODRIGUEZ	NOEMI		Ignacio Cruz	Para-ParaPro
RODRIGUEZ	CAROLYN		Ignacio Cruz	Paraprofessional+60
ROJAS	YOLANDA		Ignacio Cruz	Paraprofessional+60
ROSA	JEREMY		Ignacio Cruz	Paraprofessional BA
ROSA	CHRISTIAN	R	Ignacio Cruz	Paraprofessional+90
SANCHEZ	MARIA		Ignacio Cruz	Paraprofessional+90
SANTANA	MICHELLE		Ignacio Cruz	Paraprofessional+60
SANTIAGO	IRIS	M	Ignacio Cruz	Para-ParaPro
SERRANO	ELIANA		Ignacio Cruz	Paraprofessional+90
SOTO	MAYRA		Ignacio Cruz	Para-ParaPro
TAVERAS	ANA M.		Ignacio Cruz	Para-ParaPro
TEJADA	LUZ	A	Ignacio Cruz	Paraprofessional+60
THANOS	FREDERIKI		Ignacio Cruz	Paraprofessional+90
VARGAS	KAYLA		Ignacio Cruz	Paraprofessional+60
VASQUEZ	MARIA		Ignacio Cruz	Paraprofessional+60
VEGA	CASSANDRA		Ignacio Cruz	Paraprofessional+90
VILLA	NIURKA	E	Ignacio Cruz	Paraprofessional+60
WILLIAMS BROWN	HEIDY		Ignacio Cruz	Paraprofessional+90
WISSA	DORIS		Ignacio Cruz	Paraprofessional+90
AIOUB	SAMIA		J.J. Flynn	Paraprofessional+90
ALICEA-PEREZ	WILNAN		J.J. Flynn	Paraprofessional+90
ARZOLA DE MERCADO	ANADESKA		J.J. Flynn	Paraprofessional+90
BADRAN	NAGLA		J.J. Flynn	Paraprofessional+90

# Paraprofessionals

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
BROMIRSKI	THOMAS	R	J.J. Flynn	Paraprofessional BA
CALDERIN	SARAY		J.J. Flynn	Paraprofessional+90
CRESPO	ARTILIA		J.J. Flynn	Paraprofessional+90
FRANCO DE HOLGUIN	ROSALBA	J	J.J. Flynn	Paraprofessional+90
HERNANDEZ	LILIANA		J.J. Flynn	Paraprofessional+90
KEHOE	MEGAN	L	J.J. Flynn	Paraprofessional+90
MARTE	EBELISA		J.J. Flynn	Paraprofessional+90
MARTE	MADELYN		J.J. Flynn	Paraprofessional+90
MARTINEZ	ALBALILY		J.J. Flynn	Para-ParaPro
MARTINEZ	JESSMARIE		J.J. Flynn	Paraprofessional+90
PARMAR	HARSHA		J.J. Flynn	Paraprofessional BA
RHODES	KATHLEEN		J.J. Flynn	Paraprofessional+60
RODRIGUEZ	DANA		J.J. Flynn	Paraprofessional+90
SEJOUR-PIERCIN	ALTINETTE		J.J. Flynn	Paraprofessional+90
VERDECIA	DELIA		J.J. Flynn	Paraprofessional+90
WORONIECKI	ERIC		J.J. Flynn	Paraprofessional+90
ZIVANOVIC	ALYSSA		J.J. Flynn	Paraprofessional+60
ADAMES	SHANICE		PAHS	Paraprofessional+60
BETANCES	FANNY		PAHS	Paraprofessional+90
CARABALLO	ANABEL		PAHS	Paraprofessional+90
CLARK	DAMON	P	PAHS	Para-ParaPro
COLON	MICHELLE		PAHS	Paraprofessional+90
DIAZ	MARIA		PAHS	Paraprofessional+90
EVANGELOU	RIDVANA		PAHS	Paraprofessional+90
FALCON	RAMONITA		PAHS	Paraprofessional+60
FERNANDEZ	PERLA		PAHS	Paraprofessional+90
GUZMAN	DIANA		PAHS	Paraprofessional+90
LOPEZ	SUZAN	L	PAHS	Paraprofessional+60
LOPEZ	CAROL		PAHS	Paraprofessional+90
MAIZONET RUIZ	IRIS		PAHS	Paraprofessional+90
MALDONADO	SONIA		PAHS	Para-ParaPro
MARTINEZ	MARANGELI		PAHS	Paraprofessional+60
MARTINEZ	CHRISTINE	A	PAHS	Paraprofessional+90
MENDOZA	CHRISTOPHER		PAHS	Paraprofessional+60
MESSERCOLA	MARCO		PAHS	Paraprofessional+90
MUNOZ	GISEL		PAHS	Paraprofessional+60
PATTERSON	BRANDEN		PAHS	Paraprofessional+90
PEREZ	DEYANIRA		PAHS	Paraprofessional+60
RIVERA	NANCY		PAHS	Para-ParaPro
ROSALES	SERGIO		PAHS	Paraprofessional+90
ROSSI-DOS REIS	PAMELA		PAHS	Paraprofessional+90
SANCHEZ	MIGDALI		PAHS	Paraprofessional+90
SERRANO	MARIAM		PAHS	Paraprofessional+90
VELEZ	TANIA		PAHS	Para-ParaPro
VENTO	ADOLFO		PAHS	Paraprofessional+90
WETHERHOLT	GLORIA	Y	PAHS	Paraprofessional+90
BOLANOS	OLGA	J	R.M. Lopez	Paraprofessional+90
DIAZ	JENNIFER		R.M. Lopez	Paraprofessional+90
FLORES	ADA		R.M. Lopez	Paraprofessional+90

## Paraprofessionals

**Sept. 1, 2025 - June 30, 2026**  
**School Year**

Last Name	First Name	MI	Location	Job Title
FOSTER	CAROL	J	R.M. Lopez	Para-ParaPro
GONZALEZ	MAYRA		R.M. Lopez	Para-ParaPro
PALACIOS	ESPERANZA		R.M. Lopez	Paraprofessional+90
RIVAS	MARTHA	C	R.M. Lopez	Paraprofessional BA
RIVERA	MARITZA		R.M. Lopez	Paraprofessional+90
SHARIR -JACOBS	ARLENE	M	R.M. Lopez	Paraprofessional+60
SOTO	MILAGROS		R.M. Lopez	Para-ParaPro
TAVERAS NUNEZ	JENISSA		R.M. Lopez	Paraprofessional+60
ZAMBRANO	MARIUXI		R.M. Lopez	Paraprofessional+90
ACEVEDO	CARRIE		R.N. Wilentz	Para-ParaPro
ANAMPA ARBIETO	AMMY		R.N. Wilentz	Paraprofessional+60
AQUINO	ZULEIKA		R.N. Wilentz	Paraprofessional+90
BAGGA	DEEPIKA		R.N. Wilentz	Paraprofessional+90
CRUZ	JASLIN		R.N. Wilentz	Paraprofessional+90
FAISAL	SADIA		R.N. Wilentz	Paraprofessional+90
FIORAVANTI	EUGENE		R.N. Wilentz	Paraprofessional+90
GEORGOULAS	EKATERINI		R.N. Wilentz	Paraprofessional+90
HERNANDEZ	YOLANDA		R.N. Wilentz	Paraprofessional+60
HOLGUIN	CARMEN		R.N. Wilentz	Paraprofessional+90
LABOY	MARIA	L	R.N. Wilentz	Para-ParaPro
LEBEDA	DANIELLE	L	R.N. Wilentz	Paraprofessional+90
MENDEZ	CARMEN		R.N. Wilentz	Paraprofessional+90
MERCED	RAQUEL		R.N. Wilentz	Paraprofessional+90
OLIVEIRA	MARCIA		R.N. Wilentz	Para-ParaPro
OLIVENCIA	NILSA MARISEL		R.N. Wilentz	Para-ParaPro
ORELLANA	VERONICA		R.N. Wilentz	Paraprofessional+90
PEREZ	ASHLEY		R.N. Wilentz	Paraprofessional+90
RAMOS PEREZ	WILNELIA		R.N. Wilentz	Paraprofessional+90
RODRIGUEZ	AMANDA		R.N. Wilentz	Paraprofessional+90
ROMAN	JOANNA		R.N. Wilentz	Paraprofessional+90
TAVERAS	YANIRIS		R.N. Wilentz	Paraprofessional+90
TEJADA	PAOLA		R.N. Wilentz	Paraprofessional+90
BELTRE MATOS	FREDESVINDA		S.E. Shull	Paraprofessional+90
CUMBER	KATHLEEN		S.E. Shull	Para-ParaPro
HERNANDEZ	GERALDIN		S.E. Shull	Paraprofessional+90
RODRIGUEZ	ARISLEYDA		S.E. Shull	Paraprofessional+90
SANTOS	ANA		S.E. Shull	Paraprofessional+60
STINGA	ENRIQUE		S.E. Shull	Paraprofessional+90
SUTTON	DENNIS		S.E. Shull	Paraprofessional+90
VELEZ	DAMIAN		S.E. Shull	Para-ParaPro
WELCH	RENHAE		S.E. Shull	Paraprofessional+60
ACOSTA	DANIEL		School 7	Paraprofessional+60
ALBARRAN	JOHANNA		School 7	Paraprofessional+90
ARIAS	MARIA	C	School 7	Paraprofessional+60
ARZOLA	BELINDA		School 7	Para-ParaPro
BERA DE GOMEZ	ROSA		School 7	Paraprofessional+90
CUSTODIO	CYNTHIA	D	School 7	Para-ParaPro
FIGUEROA	NANCY		School 7	Para-ParaPro

## Paraprofessionals

Sept. 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
GADALLAH	NERMIN		School 7	Paraprofessional+90
GONZALEZ	DANIEL		School 7	Para-ParaPro
GONZALEZ	YUDERKA		School 7	Paraprofessional+90
IRIZARRY	JACQUELINE		School 7	Para-ParaPro
PEREZ	MERCEDES	L	School 7	Paraprofessional+60
SOTO	EVELYN		School 7	Paraprofessional+60
VALENZUELA	NORMA		School 7	Para-ParaPro
VELAZQUEZ	LISANDRA		School 7	Para-ParaPro
CASTANO	DARMIS	M	W.C. McGinnis	Para-ParaPro
CRILLEY	JENNIFER		W.C. McGinnis	Paraprofessional BA
EBERHARDT	SANDRA		W.C. McGinnis	Para-ParaPro
GRANT	LAWON		W.C. McGinnis	Para-ParaPro
PADILLA	JACQUELINE		W.C. McGinnis	Para-ParaPro
PEREZ	DIANA		W.C. McGinnis	Para-ParaPro
PEREZ	JEREMY		W.C. McGinnis	Paraprofessional+60
SERRANO-RODRIGUEZ	ANN MARIE		W.C. McGinnis	Para-ParaPro



# Secretaries

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
PADILLA	IRMA	L	A.V. Ceres	Sect 12 Mo: Level I
ORTEGA	MABEL		Bilingual Office	Sect 12 Mo: Level II
FERNANDEZ	MARIBEL		Business Office	Sect 12 Mo: Level I
FIGUEROA	DOROTHY		Business Office	Sect 12 Mo: Level I
RODRIGUEZ	AMY		Business Office	Sect 12 Mo: Level II
ROSARIO	JAHAIRA		Business Office	Sect 12 Mo: Level I
TAVAREZ	EMELINA		Business Office	Sect 12 Mo: Level II
FALSONE	MARIBEL		Central Registration	Sect 12 Mo: Level I
SANTOS	ANA	D	Central Registration	Sect 12 Mo: Level I
JEELANI	SYED		Dir./Supv. Office	Sect 12 Mo: Level II
RAMOS	MILAGROS		Dir./Supv. Office	Sect 12 Mo: Level II
RAMOS	DENNISE		Food Service	Sect 12 Mo: Level I
MADONIA	KELLY	A	Build. & Grounds	Sect 12 Mo: Level I
ROSA	JASMIN		Dual Language	Sect 12 Mo: Level I
BLANCO	ARELIS		E. Hmieleski	Sect 12 Mo: Level I
RODRIGUEZ	DIANA		E.J. Patten	Sect 12 Mo: Level I
ROSA	MINELBA		H.N. Richardson	Sect 12 Mo: Level I
RODRIGUEZ	ERIKA		Ignacio Cruz	Sect 12 Mo: Level I
AROCHO	LINDA	L	J.J. Flynn	Sect 12 Mo: Level I
HERNANDEZ	MAGDA		PAHS	Sect 12 Mo: Level I
MANFRE	ADRIANNE	L	PAHS	Sect 12 Mo: Level I
MERCADO	STEPHANIE		PAHS	Sect 12 Mo: Level I
MORALES-BANOS	JACQUELINE		PAHS	Sect 12 Mo: Level II
PABON	EMILY		PAHS	Sect 12 Mo: Level I
RIOS	YESENIA		PAHS	Sect 12 Mo: Level II
RIVERA	EVELYN		PAHS	Sect 12 Mo: Level I
SPORER	JENNIFER		PAHS	Sect 12 Mo: Level II
VARGAS	DAMARIS		PAHS	Sect 12 Mo: Level I
NIEVES	SONIA		R.M. Lopez	Sect 12 Mo: Level I
VILLARINI	MELISSA		R.M. Lopez	Sect 12 Mo: Level I
FUENTES	GLADYS	M	R.N. Wilentz	Sect 12 Mo: Level I
ALEMAN	ADELA		S.E. Shull	Sect 12 Mo: Level II
GONZALEZ	IRMA	E	S.E. Shull	Sect 12 Mo: Level I
SANTIAGO	EMILY		School 7	Sect 12 Mo: Level I

## Secretaries

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
CRUZ	GABRIELA		Special Services	Sect 12 Mo: Level II
GUZMAN	JYTZA		Special Services	Sect 12 Mo: Level II
LORA	CHRISTINA		Special Services	Sect 12 Mo: Level I
PEREZ	KELLY		Special Services	Sect 12 Mo: Level II
SEIJO	VIRGINIA		Transportation	Sect 12 Mo: Level II
BALRAM	ANA	I	W.C. McGinnis	Sect 12 Mo: Level I

## Security Personnel

**July 1, 2025 - June 30, 2026  
School Year**

Last Name	First Name	MI	Location	Job Title
PUGH	ANDRE		A.V. Ceres	Security Personnel
GREY	DAVID		Admin. Building	Security Personnel
MORILLO	YAISA	N	Admin. Building	Security Personnel
VELEZ	GILBERTO		Admin. Building	Security Personnel
LAMOND	ROBERT	A	Dual Language	Security Personnel
TORRES	FRANK		Dual Language	Security Personnel
MARTINEZ	RICHARD		E. Hmieleski	Security Personnel
FERNANDEZ	DANIEL		E.J. Patten	Security Personnel
DIAZ	JOSE		H.N. Richardson	Security Personnel
PEREZ	DANIEL		H.N. Richardson	Security Personnel
GOMEZ	RAMON		Ignacio Cruz	Security Personnel
MELENDEZ JR	CARMELO		J.J. Flynn	Security Personnel
WALTERS	DANIEL	C	J.J. Flynn	Security Personnel
APPLE	WENDY		PAHS	Security Personnel
AROCHO	FAEL		PAHS	Security Personnel
ARVELO	ANGEL		PAHS	Security Personnel
CANO	JONASSIS		PAHS	Security Personnel
CORREA	GERARD		PAHS	Security Personnel
CRUZ	EDGAR		PAHS	Security Personnel
FERNANDEZ	GILCIA		PAHS	Security Personnel
GARCIA	MARIO		PAHS	Security Personnel
GONZALEZ	JOSE F		PAHS	Security Personnel
GONZALEZ	MARIA	A	PAHS	Security Personnel
HARRIS	RENE		PAHS	Security Personnel
JOHNSON	BRIDGET	M	PAHS	Security Personnel
LOPEZ	JOSUE		PAHS	Security Personnel
MARSHALL	SCOTT		PAHS	Security Personnel
MENA	ANDRES	A	PAHS	Security Personnel
NGUYEN	ANGELINA		PAHS	Security Personnel
NICHOLSON	LINDSEY		PAHS	Security Personnel
NIEVES	JASON		PAHS	Security Personnel
NUNEZ	RAMON	A	PAHS	Security Personnel
OLIVERO	BRYAN		PAHS	Security Personnel
ORTEGA	DARNELL		PAHS	Security Personnel
PABON	JOE	A	PAHS	Security Personnel
RAMBAJAN	JOSEPH		PAHS	Security Personnel
RAMOS	LUIS	R	PAHS	Security Personnel
RICKS	PATRICK	K	PAHS	Security Personnel
RODRIGUES	LUIZ		PAHS	Security Personnel
RODRIGUEZ	DAVID		PAHS	Security Personnel
RODRIGUEZ	JOSE L		PAHS	Security Personnel

## Security Personnel

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
NAVARRO	JOSUE		R.M. Lopez	Security Personnel
PABON	JOEL		R.M. Lopez	Security Personnel
ROSARIO	KEVIN		R.M. Lopez	Security Personnel
DORAN	GERARD		R.N. Wilentz	Security Personnel
SNIPES	RONALD		R.N. Wilentz	Security Personnel
BETANCES	WILLIAM		S.E. Shull	Security Personnel
CRISCO	FERMAN	L	S.E. Shull	Security Personnel
GONZALEZ	JENNIFER	A	S.E. Shull	Security Personnel
GONZALEZ	JOSE L.		S.E. Shull	Security Personnel
HOWARD	JONATHAN		S.E. Shull	Security Personnel
SANTIAGO	ROBERTO		S.E. Shull	Security Personnel
VANTERPOOL	GUY		School 7	Security Personnel
AROCHO	ELVIS		W.C. McGinnis	Security Personnel
CRUZ	WANDA		W.C. McGinnis	Security Personnel
GUTIERREZ	JOAQUIN		W.C. McGinnis	Security Personnel
JULVE	MARK		W.C. McGinnis	Security Personnel
RICKS	BRIAN		W.C. McGinnis	Security Personnel
RODRIGUEZ	PETER		W.C. McGinnis	Security Personnel



## Technology

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
CLEMONT III	LEVI		District	Tech. Support Sp.
COYOY RODAS	WALTER		District	Tech. Support Sp.
DE PALMA	CORALIA		District	Video Prod. Sp.
GARB	DAVID		District	Video Prod. Sp.
LINDO	HERBERT		District	Tech. Support Sp.
LOPEZ	YVETTE		District	Tech. Support Sp.
MOLINA	IVYN		District	Tech. Support Sp.
PATEL	BHAVESH		District	District Printer
RAMOS	MICHAEL		District	Tech. Support Sp.
RODRIGUEZ	JORGE		District	Tech. Support Sp.

# Transportation

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
ALCANTARA-BROWN	LESSLY		Transportation	Bus Driver
AVALOS	MARTA		Transportation	Bus Driver
BETANCES	ARACELIS		Transportation	Bus Driver
BRIONES	LAURICELLA		Transportation	Bus Driver
CABA	FIORDALIZA		Transportation	Bus Driver
CASTANO	GLORIA		Transportation	Bus Driver
COLLADO	VIVIANA		Transportation	Bus Driver
CRUZ	ROSA		Transportation	Bus Driver
DILLA	JOSE L.		Transportation	BD/Mail Courier/12 month
FERNANDEZ	DEYANIRIS		Transportation	Bus Driver
GARCIA NUNEZ	JUANA	D	Transportation	Bus Driver
GIBBONS	BEVERLY	A	Transportation	Bus Driver
LAGOMARSINI	PABLO		Transportation	Bus Driver
LUNA	MILEDYS		Transportation	Bus Driver
MEDINA	MARIA		Transportation	Bus Driver
MEDINA	RAMON		Transportation	Bus Driver
MENDEZ	NEREIDA	A	Transportation	BD/Dispatcher/12 month
PERSAUD	TILKA		Transportation	Bus Attendant/10 month
PORTUHONDO	RAFAEL		Transportation	Bus Driver
REYES	NORMA		Transportation	Bus Driver
SANCHEZ	IRIS		Transportation	Bus Driver
SEVERINO	YESENIA		Transportation	Bus Driver
SOTO	BRENDALIZ		Transportation	Bus Driver
SURIEL	EDDY	S	Transportation	Bus Driver
TAPIA	BOLIVAR		Transportation	Bus Driver
TELLO	RUTH		Transportation	Bus Driver
TORRES	JULIA		Transportation	Bus Driver
URENA	RAFAEL		Transportation	Bus Driver
VARGAS	JUSTINO		Transportation	Mail Courier/12 moth
VICENTY	MARIA	I	Transportation	Bus Driver

REAPPOINTMENTS  
FOR  
JULY 1, 2025 – JUNE 30, 2026  
SCHOOL YEAR

CENTRAL ADMINISTRATORS,  
DISTRICT ADMINISTRATORS

&

NON-ALIGNED STAFF

## Central Administration

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
MEDINA	DAMIAN		Admin. Building	Asst Superintendent
RODRIGUEZ	DELVIS		Admin. Building	Asst Superintendent
LOBRACE	MICHAEL		Admin. Building	Business Admin.
VELEZ	FRANCISCO		Admin. Building	Asst Business Admin.
GOMEZ	YOLANDA		Admin. Building	Director of Personnel



# Administration

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
JOSEPH	JENNIFER		A.V. Ceres	Principal
LAROSA ANSTETT	ROSALIE	A	A.V. Ceres	Vice Principal
BERMUDEZ	MARIE	E	Admin. Building	Supervisor
CAVANAUGH	GREGORY		Admin. Building	Supervisor
DEJESUS	JINNY		Admin. Building	Supervisor
DI PIETRO	ALICIA		Admin. Building	Supervisor
JOHANSEN	ERIN		Admin. Building	Supervisor
KUCABA	EVA	L	Admin. Building	Supervisor
LEMONGELLI	STACY		Admin. Building	Supervisor
LOCONTE	MICHELLE		Admin. Building	Supervisor
PEPE	COURTNEY		Admin. Building	Director
RICHARDSON	JAMIE	M	Admin. Building	Director
ROSARIO	STEPHANIE		Admin. Building	Supervisor
TISCH	LINDSEY	N	Admin. Building	Supervisor
TIVALD	KATELYN		Admin. Building	Director
TONZOLA	LAUREN		Admin. Building	Supervisor
WILSON	BRIAN		Admin. Building	Supervisor
CRUZ-ARGEMIL	LILLIANNE		Bilingual Office	Director
DELGADO	AILEEN		Bilingual Office	Supervisor
GARDINET	BIENVENIDA		Bilingual Office	Supervisor
GUBA	MARY		Special Services	Supervisor
STILLO	MARCIA		Special Services	Director
VANHSEM	YAMILKA	V	Special Services	Supervisor
COSME	KELLY	A	Dual Language	Vice Principal
POSTOGNA	REGINA		Dual Language	Principal
MARROCCO	LAUREN		E.J. Patten	Principal
WEISENBACH	LUKE		E.J. Patten	Vice Principal
ANDRADE	MELISSA		H.N. Richardson	Vice Principal
MASCENIK	RONALD	J	H.N. Richardson	Principal
SPINDEL	PAMELA		Ignacio Cruz	Principal
NEU	JESSICA		J.J. Flynn	Principal
ORTEGA	LUIS		J.J. Flynn	Vice Principal
ABDELGAWAD	ALY		PAHS	Vice Principal
ARCE	MARIBEL		PAHS	Vice Principal
DOMINGUEZ	STEPHEN		PAHS	Vice Principal
EZELL	CHARLES		PAHS	Vice Principal
GARCIA	KARLA	F	PAHS	Principal
GUARINO	KEITH		PAHS	Principal
JURADO	RUTH	N	PAHS	Vice Principal
LOPES	ALEXANDRE	E	PAHS	Vice Principal
NELSON	SHIRLEY		PAHS	Vice Principal

## Administration

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
NATAL-VILLEGAS	NOEMI		R.M. Lopez	Vice Principal
NIEVES	EDWIN		R.M. Lopez	Principal
CARRERA	ROBYN	D	R.N. Wilentz	Principal
RIVERA	BRIAN	E	R.N. Wilentz	Vice Principal
CARHART	DANIEL		S.E. Shull	Vice Principal
KYRIACOU	DERRICK	C	S.E. Shull	Principal
SUAREZ	MONALIZZA	A	S.E. Shull	Vice Principal
WIECZOREK	MICHAEL		S.E. Shull	Vice Principal
SANTOS	JOSE	D	School 7	Principal
BURDIER	ANTHONY		W.C. McGinnis	Vice Principal
KROPOSKY	JANICE		W.C. McGinnis	Vice Principal
LONIEWSKI JR.	DAVID		W.C. McGinnis	Principal
ROMANO	FRANCIS	X	W.C. McGinnis	Vice Principal

## Non-Certified Admin.

July 1, 2025 - June 30, 2026  
School Year

**Last Name**  
ROSTA

**First Name**  
JASMIN

**MI**

**Location**  
Food Service

**Job Title**  
Managers Non Cert.

## Non-Align Staff

**July 1, 2025 - June 30, 2026  
School Year**

Last Name	First Name	MI	Location	Job Title
CARMONA	MIGUEL		Admin. Building	Directors Non Cert.
KACSO	TIBOR		Admin. Building	Directors Non Cert.
MCKEON	ROMAN		Admin. Building	Managers Non Cert.
ROSA	JACQUELINE		Admin. Building	Managers Non Cert.
ABDULOVSKI	ANETA		Admin. Building	Accountant
ELLIS	CHASTITY		Admin. Building	Accountant
MOSCOSO	LEYSHLA	J	Admin. Building	Benefits Coordinator
MENESES-LUCHENTO	DIANA		Admin. Building	Food Service Acct
MENA	LISSETTE	N	Admin. Building	Fiscal Specialist
NUNEZ	OJILVIS		Admin. Building	Public Information Manager
ARGEMIL	WILLIAM	B	Admin. Building	Tech Support Manager
GENAO	ABIGAIL		Admin. Building	Info Data Analyst
SHEPHERD	KELLY		PAHS	System Integration Administrator
DEJESUS	JEFFREY		PAHS	Infrastructure Mgr.
CARRILLO	LUIS	A	Build. & Grounds	Operations Mgr.
CRUZ	MELVIN	L	Build. & Grounds	Head of Maintenance
ANSTETT	CHARLES	E	Build. & Grounds	Maintenance
APONTE	HECTOR	L	Build. & Grounds	Maintenance
BASURTO ROLDAN	CARLOS		Build. & Grounds	Maintenance
CANTILLOLUIS	ELIODELI		Build. & Grounds	Maintenance
CRUZ	HECTOR		Build. & Grounds	Maintenance
CRUZ	JOSE	L	Build. & Grounds	Maintenance
DE LA CRUZ MERCEDES	CARLOS	J	Build. & Grounds	Maintenance
FELICIANO	RADAMES		Build. & Grounds	Maintenance
FERREIRA	JOSE		Build. & Grounds	Maintenance
FUENTES	HENRY		Build. & Grounds	Maintenance
GOMEZ MADERA	LUIS	M	Build. & Grounds	Maintenance
HERNANDEZ	JOSE		Build. & Grounds	Maintenance
JORGE-MARTINEZ	SANDRO	J	Build. & Grounds	Maintenance
PEREZ	NERVY		Build. & Grounds	Maintenance
PEREZ-PEREZ	CARLOS		Build. & Grounds	Maintenance
PUSILLO	RICHARD		Build. & Grounds	Maintenance
QUILES	JOSE		Build. & Grounds	Maintenance
RIVERA	RAY		Build. & Grounds	Maintenance
ROSARIO POLANCO	PEDRO		Build. & Grounds	Maintenance
SOTO	HECTOR		Build. & Grounds	Maintenance
TORRES	ARMANDO		Build. & Grounds	Maintenance
VAZQUEZ	WILSON		Build. & Grounds	Maintenance
ZAYAS	HAROLD	E	Build. & Grounds	Maintenance
ALVARADO	MARIA		Human Resource	Sect. Confidential
HERNANDEZ	EVELYN	B	Business Office	Sect. Confidential
MUNOZ	VANESA		Business Office	Sect. Confidential
NUNEZ	JAHAYRA		Asst. Superintendent Office	Sect. Confidential
PEREZ	BLANCA	K	Superintendent Office	Sect. Confidential
RAMIREZ	MARITZA		Superintendent Office	Sect. Confidential
RIVERA	ANA		Human Resource	Sect. Confidential



## Non-Align Staff

July 1, 2025 - June 30, 2026  
School Year

Last Name	First Name	MI	Location	Job Title
RODRIGUEZ	CELIA		Human Resource	Sect. Confidential
RODRIGUEZ	JUDITH	D	Asst. Superintendent Office	Sect. Confidential
SANCHEZ-FERNANDEZ	GINIA		Human Resource	Sect. Confidential
TORRES	TATIANA		Human Resource	Sect. Confidential

# **Finance** **16 – Item #1**

## **Perth Amboy Public Schools** **Approval for Travel Expenses** **May 8, 2025 Board Meeting**

Staff Member	Building	Travel Dates	Workshop/ Conference	Destination	Regist. Fee	Meals and Incidentals Days Daily Total	Mileage / Trans.	Lodging Nights Daily Total	Account Number	Bd. App Cost	Board App	County Approval
Kenia Victoria	Adult School	May 29- May 30, 2025	NJ ALL Annual Conference	Virtual	\$50.00	N/A	N/A	N/A	20-619-200-320-0-0000-00			
Sarah Kepner	Adult School	May 29- May 30, 2025	NJ ALL Annual Conference	Virtual	\$50.00	N/A	N/A	N/A	20-619-200-320-0-0000-00			
Sylvia Piñeiro	Adult School	May 29- May 30, 2025	NJ ALL Annual Conference	Virtual	\$50.00	N/A	N/A	N/A	20-619-200-320-0-0000-00			
Jennifer Simatos	Adult School	May 29- May 30, 2025	NJ ALL Annual Conference	Virtual	\$50.00	N/A	N/A	N/A	20-619-200-320-0-0000-00			
Freddy Valenzuela	Adult School	May 29- May 30, 2025	NJ ALL Annual Conference	Virtual	\$50.00	N/A	N/A	N/A	20-619-200-320-0-0000-00			
Dr. Damian Medina	Administration Building	June 13, 2025	MLL Summit: Planning for the Upcoming School Year	FEA Conference Center Monroe Twp, NJ	\$150.00	N/A	N/A	N/A	20-245-200-500-0-0000-40			

DISTRICT: Perth AmboyCOUNTY: MiddlesexMONTH: May-25

## Finance

### 16 – Item #2

SCHOOL: District Wide

Fund	Account Program	#	Object	Description	Location	(1) Original Appropriation Amount	(2) Appropriation Amount Before Transfer	(3) Increase (Decrease)	(4) Appropriation Amount After Transfer
11	000	213	300	PUR PROF/TECH - NURSES	27	1,200,000.00	1,248,410.00	52,000.00	\$ 1,300,410.00
11	000	213	600	SUPLY/MTRL - NURSES	27	200,990.00	136,155.20	-52,000.00	\$ 84,155.20
11	000	251	100	SALARIES-BUSINESS OFFICE	0	1,154,530.22	1,130,019.94	-1,096.00	\$ 1,128,923.94
11	000	251	100	EXTRA COMP - BUS OFF	0	10,000.00	25,198.64	1,096.00	\$ 26,294.64
11	000	291	220	SSI CONTRIBUTIONS	0	2,600,000.00	2,600,000.00	-1,371,185.76	\$ 1,228,814.24
11	000	291	270	HEALTH BENEFITS	0	10,202,695.21	9,576,616.45	1,371,185.76	\$ 10,947,802.21
11	000	251	340	PUR PROF SVCS - BUS OFF	0	143,916.30	143,916.30	-5,033.34	\$ 138,882.96
11	000	251	890	MISC EXPEND - BUS OFF	0	8,325.00	8,499.50	5,033.34	\$ 13,532.84
11	000	266	610	SUPLY/MATERIAL - LEO	0	36,562.38	36,562.38	-781.50	\$ 35,780.88
11	000	266	610	SUPPLIES/MATERIALS #7	7	0.00	0.00	260.50	\$ 260.50
11	000	266	610	SUPPLY/MATERIALS HMIELES	8	0.00	0.00	260.50	\$ 260.50
11	000	266	610	SUPPLY/MATERIALS CRUZ	11	0.00	0.00	260.50	\$ 260.50
11	000	230	610	GENERAL SUPPLIES	0	40,000.00	35,720.00	-1,500.00	\$ 34,220.00
11	000	230	890	OTHER OBJECTS OF EXPENSE	0	61,561.00	65,841.00	1,500.00	\$ 67,341.00
11	000	261	610	GENERAL SUPPLY - B&G	32	395,900.00	220,900.00	-4,168.00	\$ 216,732.00
11	000	262	610	GENERAL SUPPLY - PTRSON	1	37,000.00	20,894.60	4,168.00	\$ 25,062.60
11	000	261	100	SALARIES - MAINTENANCE	0	1,679,185.02	1,646,268.92	-80,000.00	\$ 1,566,268.92
11	000	262	622	ELECTRICITY	0	68,084.00	78,408.00	16,116.82	\$ 94,524.82
11	000	262	622	ELECTRICITY - PAHS	3	756,975.00	953,427.62	17,208.90	\$ 970,636.52
11	000	262	622	ELECTRICITY - MCGINNIS	4	206,395.00	307,080.00	28,150.83	\$ 335,230.83
11	000	262	622	ELECTRICITY - SHULL	6	124,200.00	241,974.00	11,882.56	\$ 253,856.56
11	000	262	622	ELECTRICITY - #7	7	23,176.00	24,070.54	4,026.41	\$ 28,096.95
11	000	262	622	ELECTRICITY - HMIELESKI	8	77,560.00	92,220.00	2,051.84	\$ 94,271.84
11	000	262	622	ELECTRICITY - FLYNN	9	156,550.00	226,517.00	11,222.54	\$ 237,739.54
11	000	262	622	ELECTRICITY - #10	10	157,607.00	297,937.00	12,311.99	\$ 310,248.99
11	000	262	622	ELECTRICITY - CRUZ	11	140,226.00	172,227.00	23,726.40	\$ 195,953.40
11	000	262	622	ELECTRICITY - WILENTZ	18	145,394.00	295,114.00	15,640.55	\$ 310,754.55
11	000	266	100	SALARY - LEO	0	480,212.97	452,352.36	-10,000.00	\$ 442,352.36
11	000	291	260	WORKMENS COMPENSATION	0	1,636,519.00	1,597,090.48	-52,338.84	\$ 1,544,751.64
11	000	230	530	COMMUNICATIONS/TELEPHONE	0	510,000.00	486,285.99	75,000.00	\$ 561,285.99
11	000	252	500	OTR PUR SVCS - TECH DW	0	1,013,898.55	1,699,301.33	-75,000.00	\$ 1,624,301.33
15	000	266	100	SALARY-LEO - SHULL	6	258,335.00	323,278.93	10,120.88	\$ 333,399.81
15	000	266	100	EXTRA COMP-LEO - SHULL	6	1,750.00	39,100.00	20,000.00	\$ 59,100.00
15	130	100	101	SAL TEACHER GR 6-8 - SES	6	4,427,693.50	4,241,969.07	-31,120.88	\$ 4,210,848.19
15	401	100	101	SAL CO-CURRIC - SCHULL	6	787.30	5,170.00	1,000.00	\$ 6,170.00
15	000	218	104	SALARY - GUIDANCE - JIF	9	242,715.00	208,093.43	-2,409.69	\$ 205,683.74
15	000	262	100	SALARIES CUSTODIAL FLYN	9	312,019.88	332,241.52	765.83	\$ 333,007.35
15	213	100	106	SAL PARAS - RR - JIF	9	476,620.00	499,880.17	1,643.86	\$ 501,524.03

## SCHOOL: District Wide

Fund	Account Program	#	Function	Object	Code or Description	Location	(1) Original Appropriation Amount	(2) Appropriation Amount Before Transfer	(3) Increase (Decrease)	(4) Appropriation Amount After Transfer
15	000	262	100	EXTRA COMP CUST			0.00	1,000.00	1,532.00	\$ 2,532.00
15	120	100	101	SAL TEACH GR 1-5 - LOPEZ			2,519,617.50	2,329,162.55	-1,532.00	\$ 2,327,630.55
15	000	240	103	SALARY - PRINC/VP - HS			727,880.32	824,174.41	5,000.00	\$ 829,174.41
15	000	240	103	EXTRA COMP - PLP			0.00	2,277.77	1,000.00	\$ 3,277.77
15	000	262	100	SALARIES - CUSTODIAL PAH			865,494.73	1,185,150.69	10,070.00	\$ 1,195,220.69
15	000	266	100	EXTRA COMP-LEO - HS			35,000.00	88,278.80	20,000.00	\$ 108,278.80
15	140	100	101	SAL TEACHER GR 9-12 - SC			2,608,835.00	2,678,130.56	-41,552.33	\$ 2,636,578.23
15	140	100	101	SAL TCHR - GR 9-12 - PLP			849,160.00	824,370.98	-35,517.67	\$ 788,853.31
15	140	100	101	GRADES 9-12 - SALARIES O			12,300.00	95,759.46	30,000.00	\$ 125,759.46
15	140	100	101	EXTRA COMP - HS			0.00	22,921.26	10,000.00	\$ 32,921.26
15	190	100	106	EXTRA COMP - HS			500.00	14,109.61	1,000.00	\$ 15,109.61
15	402	100	600	SUPPLIES AND MATERIALS			60,750.00	79,250.00	-6,000.00	\$ 73,250.00
15	402	100	800	OTHER OBJECTS			0.00	10,000.00	6,000.00	\$ 16,000.00
15	402	100	600	SUPPLIES AND MATERIALS			60,750.00	73,250.00	-5,000.00	\$ 68,250.00
15	402	100	800	OTHER OBJECTS			0.00	16,000.00	5,000.00	\$ 21,000.00
20	218	100	101	SALARY - TEACHER - #7			0.00	1,018,411.92	-534.66	\$ 1,017,877.26
20	218	100	101	EXTRA COMP-TEACHER - #7			0.00	9,817.41	534.66	\$ 10,352.07
20	218	100	106	SAL-PARA - #7			679,475.00	752,220.00	-34.08	\$ 752,185.92
20	218	100	106	SAL-PARA - HMIELESKI			1,376,878.00	1,320,356.52	-4,567.50	\$ 1,315,789.02
20	218	100	106	SAL-PARA - CRUZ			2,071,465.00	1,806,072.75	-387.75	\$ 1,805,685.00
20	218	100	106	EXTRA COMP-PARA #7			0.00	3,135.36	34.08	\$ 3,169.44
20	218	100	106	EXTRA COMP-PARA - HMIELE			0.00	22,537.20	3,367.62	\$ 25,904.82
20	218	100	106	EXTRA COMP-PARA - CRUZ			0.00	6,909.00	387.75	\$ 7,296.75
20	218	200	110	OTHER SALARIES - CRUZ			496,656.00	390,469.18	-874.58	\$ 389,594.60
20	218	200	110	EXTRA COMP-OTHER SALARIE			0.00	11,097.15	1,199.88	\$ 12,297.03
20	218	200	110	EXTRA COMP-OTHER SALARIE			0.00	22,825.51	874.58	\$ 23,700.09
20	619	100	101	SAL ABE LEV 1-4 ESL1-6			278,146.00	278,146.00	-22,734.00	\$ 255,412.00
20	619	200	105	SUPPORT ABE LEV 1-4 ESL1			27,968.00	27,968.00	8,000.00	\$ 35,968.00
20	619	200	110	SUPP ABE LEV 1-4 ESL1-6			54,297.00	54,297.00	14,734.00	\$ 69,031.00
20	245	200	300	PUR PROF TECH SERV/CONSU			11,880.00	15,380.00	-774.00	\$ 14,606.00
20	245	200	500	OTHER PUR SVCS			0.00	15,000.00	774.00	\$ 15,774.00
Totals							\$ 43,467,220	\$ 43,467,220	-	\$ 43,467,220

\*Column totals must agree

\*\*Column total must equal zero

Transfers Reviewed

Transfers Approved



# POLICY GUIDE

PROGRAM

2419/page 1 of 3

School Threat Assessment Teams

Sep 23

M

## 2419 SCHOOL THREAT ASSESSMENT TEAMS

The Board of Education shall establish a threat assessment team at each school in the district pursuant to N.J.S.A. 18A:17-43.4. The purpose of a threat assessment team shall be to provide school teachers, administrators, and other staff with assistance in identifying students of concern, assessing those students' risk for engaging in violence or other harmful activities, and delivering intervention strategies to manage the risk of harm for students who pose a potential safety risk, to prevent targeted violence in the school, and ensure safe and secure school environment that enhances the learning experience for all members of the school community.

Threat assessment teams established pursuant to N.J.S.A. 18A:17-43.4.a, this Policy, and Regulation 2419 must be multidisciplinary in membership and, to the extent possible, must include the following individuals:

1. A school psychologist, school counselor, school social worker, or other school employee with expertise in student counseling;
2. A teaching staff member;
3. A principal or other senior school administrator;
4. A safe schools resource officer or school employee who serves as school liaison to law enforcement; and
5. The school safety specialist designated pursuant to N.J.S.A. 18A:17-43.3 and Policy 7440, in the event that the school safety specialist is not already a school administrator or school employee required to be a part of a threat assessment team pursuant to N.J.S.A. 18A:17-43.4.

Additional school employees may serve as regular members of the threat assessment team or may be consulted during the threat assessment process, as determined by the team.

Nothing contained in N.J.S.A. 18A:17-43.4 shall be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the effective date pursuant to N.J.S.A. 18A:17-43.3 (August 1, 2022).

# POLICY GUIDE

PROGRAM

2419/page 2 of 3

School Threat Assessment Teams

Sep 23

M

This Policy and Regulation 2419, pursuant to N.J.S.A. 18A:17-43.5, are aligned with the Guidance on the Establishment of Behavioral Threat Assessment and Management Teams (BTAM) 2023 (Guidance) developed by the New Jersey Department of Education (NJDOE) pursuant to N.J.S.A. 18A:17-43.6.

The school district shall structure the threat assessment teams to best meet the needs and resources available, which may include school-based teams and/or district level teams.

The Superintendent or designee will build a behavioral threat assessment and management program that will: establish a multi-disciplinary team; define prohibited and concerning behaviors; create a central reporting mechanism; define a threshold for law enforcement intervention; establish threat assessment procedures; develop risk management options; create and promote safe school climates; and conduct for all stakeholders.

The threat assessment and management process will include: the threat assessment team's actions when first learning of a new report or threat; screening the case; gathering information; organizing and analyzing information; making the assessment; developing and implementing a case management/intervention plan; re-assessing and case monitoring; and documenting and closing the case.

When assessing a student whose behavior may pose a threat to the safety of the school community, in the case of a student with an Individualized Education Program (IEP) or 504 Plan, the threat assessment team shall consult with the IEP team or 504 team to determine whether the aberrant behavior is a threat to school safety and is being properly addressed in a manner that is required by N.J.A.C. 6A:14 and all Federal and State special education laws

# POLICY GUIDE

PROGRAM

2419/page 3 of 3

School Threat Assessment Teams

Sep 23

M

Each member of the threat assessment team must attend training in accordance with N.J.S.A. 18A:17-43.4, this Policy, and Regulation 7440 that is consistent with the Guidance developed by the NJDOE pursuant to N.J.S.A. 18A:17-43.6. Training must be coordinated with the New Jersey Department of Education, Office of School Preparedness and Emergency Planning (OSPEP). The training shall ensure the threat assessment team is able to accurately assess student behavior and to ensure that threat assessment teams do not have a disparate impact on students based on their race, ethnicity, homelessness status, religious belief, gender, gender identity, sexual orientation, or socioeconomic status. The training shall, at a minimum, include training on adverse childhood experiences, childhood trauma, cultural competency, and implicit bias.

Should a threat assessment team become aware of an allegation of HIB when considering or conducting assessments, they must follow Policy 5512 – Harassment, Intimidation, or Bullying for addressing allegations of HIB in alignment with the Anti-Bullying Bill of Rights Act.

Should a threat assessment team become aware of a bias-related act, the team should implement Policy and Regulation 8465 – Bias Crimes and Bias-Related Acts on reporting bias-related acts to law enforcement in accordance with the Memorandum of Agreement Between Education and Law Enforcement Officials and Policy and Regulation 9320 – Cooperation With Law Enforcement Agencies.

Questions and concerns about Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA) protections often arise as part of the threat assessment planning process. The threat assessment teams must understand how to balance the safety of the school with the privacy of individual students. These laws should not be an impediment to threat assessment and management.

N.J.S.A.18A:17-43.3, 18A:17-43.4, 18A:17-43.5, 18A:17-43.6  
Guidance on the Establishment of Behavioral Threat Assessment and Management Teams (BTAM) 2023

Adopted: 08 May 2025



# POLICY GUIDE

ADMINISTRATION  
1523/page 1 of 3  
Comprehensive Equity Plan  
Feb 24  
M

[See POLICY ALERT Nos. 191, 209, and 232]

## 1523 COMPREHENSIVE EQUITY PLAN

The Board of Education shall complete a Comprehensive Equity Plan (CEP) that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and equitable access to educational opportunities for all learners, including students and teachers, in accordance with the provisions of N.J.A.C. 6A:7-1.8.

The Board's obligation to be accountable for the requirements in N.J.A.C. 6A:7 is not precluded or alleviated by any rule or regulation of any recreational organization, club, athletic association, or other league or organizing group.

Pursuant to N.J.A.C. 6A:7-1.4(c), the district shall develop, once every three years, a CEP that shall identify and correct all discriminatory and inequitable educational policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

1. Prior to developing the CEP, the district shall assess its needs for achieving equity in educational activities and programs pursuant to N.J.A.C. 6A:7-1.4(c)1. The needs assessment shall identify discriminatory practices and other barriers to achieving equity in educational activities and programs, if applicable.
2. The CEP shall address:
  - a. Professional development, pursuant to N.J.A.C. 6A:7-1.6; and
  - b. Equity in school and classroom practices, educational activities, and programs pursuant to N.J.A.C. 6A:7-1.7.
3. The CEP shall include measurable and actionable goals, objectives, timelines, and benchmarks for measuring progress.





# POLICY GUIDE

## ADMINISTRATION

1523/page 2 of 3

### Comprehensive Equity Plan

4. The Board shall submit the CEP to the Executive County Superintendent for confirmation of completion.
  - a. If the Executive County Superintendent determines that the CEP is not complete, the Board shall revise the plan in accordance with the Executive County Superintendent's instructions and shall submit to the Executive County Superintendent the revised plan within thirty days of the notification of incompleteness.

Pursuant to N.J.A.C. 6A:7-1.8(c), the CEP shall include the following:

1. An assessment of the school district's needs for achieving equity in educational activities and programs. The assessment shall include staffing practices; quality-of-program data; stakeholder-satisfaction data; and student assessment data disaggregated by gender; race; ethnicity; multilingual learner status; homeless status; special education; migrant; date of enrollment; student suspension; expulsion; Child Study Team referrals; preschool through grade twelve promotion/retention data; preschool through grade twelve completion rates; attendance data; and re-examination and re-evaluation of classification and placement process of students in special education programs if there is disproportionality within a certain groups;
2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the CEP;
3. Progress targets for closing the achievement and opportunity gaps;
4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the New Jersey Student Learning Standards (NJSLS), differentiated instruction and formative assessments aligned to the NJSLS, and professional standards for teachers and school leaders; and



# POLICY GUIDE

## ADMINISTRATION

1523/page 3 of 3  
Comprehensive Equity Plan

5. Annual targets that address district needs in equity in school and classroom practices and are aligned to professional development targets.

The Board shall implement the CEP within sixty days of the Executive County Superintendent's certification of completion.

If the Board does not implement the CEP within sixty days of the Executive County Superintendent's certification of completion date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.7; 6A:7-1.8

Adopted: 12 January 2006  
Revised: 12 February 2015  
Revised: 13 October 2016  
Revised: 10 May 2025



# POLICY GUIDE

ADMINISTRATION

1550/page 1 of 2

Equal Employment/Anti-Discrimination Practices

Feb 24

M

[See POLICY ALERT Nos. 191, 209, 215, and 232]

## 1550 EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES

The Board of Education shall, in accordance with State statutes and administrative code and Federal law and regulations, strive to overcome the effects of any previous patterns of discrimination in school district employment practices and shall systematically monitor school district procedures to ensure continuing compliance with current Federal and State anti-discrimination laws and regulations.

The Board will ensure all persons regardless of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) shall have equal and bias-free access to all categories of employment in the public educational system of New Jersey.

The Board will not enter into any contract with a person, agency, or organization that discriminates on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), either in employment practices or in the provision of benefits or services to students or employees. In addition, the Board will encourage minority businesses, women's business enterprises, and labor surplus area firms to submit bids to be considered for the awarding of contracts.

The Board shall not assign, transfer, promote, or retain staff, or fail to assign, transfer, promote, or retain staff, on the sole basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).



# POLICY GUIDE

## ADMINISTRATION

1550/page 2 of 2

### Equal Employment/Anti-Discrimination Practices

The Board shall ensure equal pay for equal work among members of the school district's staff, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

N.J.S.A. 10:5-4; 10:5-12

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 12 January 2006

Revised: 12 February 2015

Revised: 13 October 2016

Revised: 23 August 2018

Revised: 10 May 2025





# POLICY GUIDE

PROGRAM  
2260/page 1 of 4  
Equity in School  
and Classroom Practices  
Feb 24  
M

[See POLICY ALERT Nos. 191, 209, and 232]

## 2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES

The Board of Education shall provide all students with equitable and bias-free access to all school facilities, courses, programs, activities, and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) by:

1. Ensuring barrier-free access to all school and classroom facilities;
2. Attaining, within each school, minority representation, that approximates the district's overall minority representation. Exact apportionment is not required, the ultimate goal is a reasonable plan achieving the greatest degree of a representative balance that is feasible and consistent with sound educational values and procedures;
3. Utilizing, on an annual basis, a State-approved English language proficiency assessment that evaluates a student's English language proficiency on the four domains of listening, speaking, writing, and reading for determining the eligibility and placement of students who may be identified as multilingual learners pursuant to N.J.A.C. 6A:15-1.3(a)3.;
4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A.C. 6A:14-3.4;
5. Ensuring support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and



# POLICY GUIDE

PROGRAM  
2260/page 2 of 4  
Equity in School  
and Classroom Practices

6. Ensuring a student is not discriminated against because of a medical condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies such exclusion is necessary.
  - a. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

Pursuant to N.J.A.C. 6A:7-1.7(b), the Board shall ensure ~~that~~ the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity gaps, by providing equity in educational activities and programs, and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);
2. Ensuring courses shall not be offered separately on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);



# POLICY GUIDE

PROGRAM

2260/page 3 of 4

Equity in School and Classroom Practices

- a. Portions of classes that deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions based on gender identity, provided that the course content for such separately conducted sessions is the same.
3. Increasing and promoting equitable representation of all students in all classes and programs;
4. Ensuring schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and ensuring students understand the basic tenet of multiculturalism;
5. Ensuring the Amistad Commission Curriculum is infused into the curriculum and is taught;
6. Ensuring the Commission on Holocaust Education curriculum is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28; and
7. Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).



# POLICY GUIDE

## PROGRAM

2260/page 4 of 4

### Equity in School and Classroom Practices

The Board shall ensure the district's physical education is in a co-educational setting that is developmentally appropriate and does not discriminate on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. The district may choose to operate separate teams based on sex in one or more sports or single teams open competitively to members of all sexes, as long as the athletic program as a whole provides equal opportunities for students of all sexes to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

N.J.S.A. 18A:36-20

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7

Adopted: 12 January 2006

Revised: 05 March 2015

Revised: 13 October 2016

Revised: 10 May 2025





# POLICY GUIDE

PROGRAM  
2411/page 1 of 2  
Guidance Counseling  
Feb 24  
M

[See POLICY ALERT Nos. 209 and 232]

## 2411 GUIDANCE COUNSELING

The Board of Education requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career, and personal/social development.

A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in this school district and shall involve the coordinated efforts of all teaching staff members under the leadership of certified guidance and counseling personnel.

The Superintendent is directed to implement a guidance program that carries out the purposes of this Policy and:

1. Involves teaching staff members at all appropriate levels;
2. Honors the individuality of each student;
3. Is integrated with the total educational program;
4. Is coordinated with available resources of the community;
5. Provides for cooperation of school staff with parents and shares parents' concern for the development of their children;
6. Provides for the means of sharing information among appropriate staff members in the student's interest;



# POLICY GUIDE

PROGRAM  
2411/page 2 of 2  
Guidance Counseling

7. Ensures all students have access to adequate and appropriate counseling services, pursuant to N.J.A.C. 6A:7-1.7(c).
  - a. When informing students about possible careers or professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).
  - b. The Board shall not use tests or guidance or counseling materials that are biased or stereotyped on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a); and
8. Establishes a referral system that utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the efficacy of such referrals.

N.J.A.C. 6A:19-1.2; 6A:8-2.2

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7; 6A:8-3.2

Adopted: 12 January 2006  
Revised: 07 September 2017  
Revised: 10 May 2025



# POLICY GUIDE

PROGRAM  
2415/page 1 of 5  
Every Student Succeeds Act  
Jun 22  
M

[See POLICY ALERT Nos. 198, 222, and 228]

## 2415 EVERY STUDENT SUCCEEDS ACT

The Every Student Succeeds Act (ESSA) is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 that provides Federal funds to help all New Jersey's school children achieve. The purpose of the ESSA is to ensure all students have equitable access to high-quality educational resources and opportunities and to close educational achievement gaps. The Board of Education elects to augment the instructional program of students by projects supported by Federal funds allocated under the ESSA and the district will comply with the requirements of all the programs authorized by the ESSA.

The district may be eligible for several grant programs funded through the ESSA, including, but not limited to, Title I through Title VII. Many of the Titles of the ESSA have several parts and subparts that provide a funding source for specific purposes.

### Application Procedure

The district will submit an annual ESSA Consolidated Formula Subgrant Application to the New Jersey Department of Education (NJDOE). The school district's application shall include all information required by the NJDOE and the ESSA for the district to be considered for funding under the ESSA.

### Covered Programs

Formula grants under the ESSA are non-competitive grants that school districts are eligible for based on the make-up of their student bodies. These formula grants for each Title are committed to different purposes and may be used to support different activities and programs.

### Title I

The largest Federal program supporting elementary and secondary education is Title I. The ESSA strengthens Title I requirements for the State's assessments, accountability system, and support for school improvement. The law also requires minimum qualifications for teachers and paraprofessionals in Title I programs.



# POLICY GUIDE

PROGRAM  
2415/page 2 of 5  
Every Student Succeeds Act

The school district must use the best available measure for identifying children from low-income families to: identify eligible school attendance areas, determine the ranking of each area, and determine allocations as identified in the Title I guidelines and regulations.

The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children.

The school district will provide the New Jersey Department of Education assurances it will provide the maximum coordination between the Title I program, the regular school program, and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, children with disabilities and limited English Language Learner (ELL) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I services, even if they arrive during the school year, are served.

## Type of Title I Program

The school district will offer a School Wide Title I program.

## School-wide Program

High-poverty schools (a school with at least 40% poverty or any school below 40% poverty with a waiver issued by the New Jersey Department of Education) are eligible to adopt school-wide programs to raise the achievement of low-achieving students by improving instruction throughout the entire school, thus using Title I funds to serve all children in the school. A school-wide program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.





# POLICY GUIDE

PROGRAM  
2415/page 3 of 5  
Every Student Succeeds Act

## New Jersey Department of Education Accountability System

The district will comply with the accountability system established by the New Jersey Department of Education and outlined in the New Jersey State Plan and approved by the United States Department of Education.

## Fiscal Responsibility

The district will comply with the requirements as outlined in Policy 2415.02 Title I – Fiscal Responsibilities in accordance with the NJDOE and the ESSA.

## Staff

The district will comply with the staff certification requirements of the ESSA and the NJDOE. In addition, the district will ensure all paraprofessionals meet the requirements as established by the ESSA and as outlined in Policy 4125 – Employment of Support Staff Members.

## Parent and Family Engagement

The district will comply with the requirements as outlined in Policy 2415.04 – Title I – District-Wide Parent and Family Engagement and Policy 2415.50 – Title I – School Parent and Family Engagement as applicable in accordance with the NJDOE and the ESSA.

## Student Surveys, Analysis, and/or Evaluations

The Protection of Pupil Rights Amendment (PPRA) applies to school districts that receive Federal funding from the United States Department of Education. The district will comply with the requirements as outlined in Policy 2415.05 - Student Surveys, Analysis, and/or Evaluations in accordance with the PPRA.



# POLICY GUIDE

PROGRAM  
2415/page 4 of 5  
Every Student Succeeds Act

## Unsafe School Choice Option

In the event there is a school in the district designated as Persistently Dangerous in accordance with the Victims of Violent Criminal Offenses as outlined in the ESSA, the district will comply with the requirements of Policy 2415.06 – Unsafe School Choice Option in accordance with the NJDOE and the ESSA.

## Property

Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.

## Capital Expenses

The Superintendent will assure the district abides by New Jersey's Public Contracts Law; consults appropriate private school officials prior to making any decisions regarding capital expenses; ensure funds that are received to cover capital expenses provide equitable Title I services to private school students; ensure accounts for any capital funding is separately maintained; and assure lease purchase agreements are consistent with applicable statute and administrative code.

## Post-Award Requirements

The school district will maintain all project records for five years following the completion of the activity for which the funds were used. The school district will prepare and submit all reports as required by the State Department of Education in a timely manner.

## Supplement, Not Supplant

Grant funds provided under Federal programs, including the ESEA of 1965 as amended by the ESSA, shall supplement, not supplant the funds that would, in the absence of such Federal funds, be made available from State and local sources for the education of students participating in programs assisted under the ESEA of 1965 as amended by the ESSA.



# POLICY GUIDE

PROGRAM  
2415/page 5 of 5  
Every Student Succeeds Act

## Evaluation

The Superintendent or designee will evaluate the ESSA programs as required by the United States and the New Jersey Departments of Education.

Elementary and Secondary Education Act of 1965 (20 U.S.C. 2701 et seq.) as amended by the Every Student Succeeds Act.

Adopted: 12 January 2006

Revised: 05 March 2015

Revised: 10 May 2025



# POLICY GUIDE

PROGRAM  
2421/page 1 of 3  
Career and Technical Education  
May 21

[See POLICY ALERT Nos. 173 and 223]

## 2421 CAREER AND TECHNICAL EDUCATION

The Board of Education believes a program(s) of career and technical education is important to the educational development of its students. The New Jersey system of career and technical education has as its purpose to:

1. Support developmental career education designed to provide students opportunities to enhance career awareness, exploration, preparation, and decision-making skills necessary for success in the workplace;
2. Provide secondary and postsecondary students with career and technical education programs and programs of study in Department-recognized Career Clusters in accordance with N.J.A.C. 6A:19-1.1(a)2.;
3. Support a comprehensive K-12 career education and counseling system; and
4. Support the workforce development system by helping to ensure quality postsecondary educational opportunities for adult students.

The Board provides a program of career and technical education with students guaranteed the right to apply and, if accepted, to attend a county vocational school district. The district shall provide a county vocational school district and its designated representative(s) with a reasonable opportunity, during school hours, to present information about the county vocational school district's programs to all students, grades Kindergarten through twelve in the schools of the district in accordance with N.J.A.C. 6A:19-2.3(d). The Board of Education may not in any manner inhibit student access to such information.

In addition, the district has established local career and technical programs and programs of study approved pursuant to N.J.A.C. 6A:19-3.1 as part of a separate career and technical high school or as part of a comprehensive high school curriculum in accordance with the provisions of N.J.A.C. 6A:19 2.1(e). These programs shall be approved by the Commissioner of Education.





# POLICY GUIDE

## PROGRAM

2421/page 2 of 3

### Career and Technical Education

Admission to the district's career and technical education programs will be open to regularly enrolled students in grades 9 through 12 on the basis of their potential for achieving the occupational or other objective of such instruction.

All students participating in career and technical education programs within this district or in shared-time career and technical programs are considered to be regularly enrolled in the schools of this district and are subject to the policies and rules of this Board. The district shall establish admission requirements that include equity and access for all populations, including special populations and special education students. No student shall be denied admission or participation in any career and technical education programs due to race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, socioeconomic status, or disability.

Students may be permitted to enroll in programs of vocational instruction offered by a county vocational school district outside the county only as required in the provisions of N.J.A.C. 6A:19-2.3(a)2.

The district will comply with the general program requirements for career and technical education as defined in N.J.A.C. 6A:19-3.1. Students participating in part-time school and part-time employment career and technical programs will not be exploited, illegally employed, or employed under conditions that fail to safeguard the student's health and interest. These students shall receive wages commensurate with wages paid to other employees for similar work and shall be protected by provisions of the Worker's Compensation Act and any other acts of the State pertaining to such training and employment. The school district will comply with all safety and health standards contained in N.J.A.C. 6A:19-6.1 for career and technical education programs, programs of study, and structured learning experiences.

Career and technical education programs offered by the school district shall comply with the provisions of N.J.S.A. 18A:54 and N.J.A.C. 6A:19.



# POLICY GUIDE

PROGRAM

2421/page 3 of 3

Career and Technical Education

The Superintendent shall seek and utilize all available Federal, State, and private sources of revenue for the financial support of career and technical education programs in the district.

N.J.S.A. 18A:35-4.2; 18A:38-15; 18A:54  
N.J.A.C. 6A:19

Adopted: 12 January 2006  
Revised: 10 May 2025



# POLICY GUIDE

TEACHING STAFF MEMBERS

3211/page 1 of 3

Code of Ethics

Feb 24

**[See POLICY ALERT No. 232]**

## 3211 CODE OF ETHICS

The Board of Education endorses the code of ethics for professional educators published by the National Education Association (NEA).

### Preamble

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nature of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues; of students; of parent(s) and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

### Principle I – – Commitment to the Student

The educator strives to help each student realize their potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.



# POLICY GUIDE

## TEACHING STAFF MEMBERS

3211/page 2 of 3

Code of Ethics

2. Shall not unreasonably deny the student access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
6. Shall not, on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), unfairly:
  - a. Exclude any student from participation in any program;
  - b. Deny benefits to any student; or
  - c. Grant any advantage to any student.
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

### Principle II – Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.





# POLICY GUIDE

## TEACHING STAFF MEMBERS

3211/page 3 of 3

Code of Ethics

In fulfillment of the obligation to the profession, the educator:—

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall not misrepresent their professional qualifications.
3. Shall not assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
5. Shall not assist a non-educator in the unauthorized practice of teaching.
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
7. Shall not knowingly make false or malicious statements about a colleague.
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.

### N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 12 January 2006  
Revised: 13 October 2016  
Revised: 17 September 2020  
Revised: 10 May 2025



# POLICY GUIDE

STUDENTS

5111/page 1 of 5

Eligibility of Resident/Nonresident Students

Dec 24

M

[See POLICY ALERT Nos. 189, 208, 217, 220, 224, 231, and 234]

## 5111 ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS

The Board of Education shall admit to its schools, free of charge, persons over five and under twenty years of age, pursuant to N.J.S.A. 18A:38-1, or such younger or older student as is otherwise entitled by law to a free public education.

Eligibility to Attend School – N.J.A.C. 6A:22-3.1, 3.2, and 3.3

The Board shall admit students eligible to attend school free of charge that are domiciled within the district as defined in N.J.A.C. 6A:22-3.1 and Regulation 5111 – Section B.

The Board shall also admit any student that is kept in the home of a person other than the student's parent, and the person is domiciled in the school district and is supporting the student without remuneration as if the student were their own child in accordance with N.J.A.C. 6A:22-3.2 and Regulation 5111 – Section C.

Pursuant to N.J.S.A. 18A:38-1.c., any person who fraudulently allows a child of another person to use their residence and is not the primary financial supporter of that child and any person who fraudulently claims to have given up custody of their child to a person in another district commits a disorderly persons offense.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38-1.d. if the student's parent temporarily resides within the school district and elects to have the student attend the school district of temporary residence, notwithstanding the existence of a domicile elsewhere pursuant to N.J.A.C. 6A:22-3.1(a)4. and Regulation 5111 – Section B.

A student is eligible to attend this school district free of charge in accordance with N.J.A.C. 6A:22-3.2 and Regulation 5111 – Section C.

Notwithstanding the provisions of N.J.S.A. 18A:38-1 or any other law, rule, or regulation to the contrary, a student who moves out of the school district as a result of domestic violence, sexual abuse, or other family crises shall be permitted



# POLICY GUIDE

## STUDENTS

5111/page 2 of 5

### Eligibility of Resident/Nonresident Students

to remain enrolled in the school district for the remainder of the school year pursuant to N.J.S.A. 18A:38-1.1 and in accordance with the provisions of N.J.A.C. 6A:22-3.2(h) and Regulation 5111 – Section C.

Except as set forth in N.J.A.C. 6A:22-3.3(b), immigration/visa status shall not affect eligibility to attend school. Any student who is domiciled in the school district or otherwise eligible to attend school in the school district pursuant to N.J.A.C. 6A:22-3.2 shall be enrolled without regard to, or inquiry concerning, immigration status. A student's immigration/visa status and their eligibility to attend school shall be in accordance with N.J.A.C. 6A:22-3.3(b) and Regulation 5111 – Section D.

#### Proof of Eligibility – N.J.A.C. 6A:22-3.4

The Board shall accept a combination of forms of documentation from persons attempting to demonstrate a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.A.C. 6A:22-3.4 and Regulation 5111 – Section E.

In the case of a dispute between the school district and the parent of a student in regard to the student's eligibility to enroll in the school district or to remain enrolled in the school district pursuant to the provisions of N.J.S.A. 18A:38-1, the school district may request from the New Jersey Motor Vehicle Commission the parent's name and address for use in verifying a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.S.A. 18A:38-1.3.

#### Registration Forms and Procedures for Initial Assessment – N.J.A.C. 6A:22-4.1

Registration and procedures for initial determinations of eligibility will be in accordance with N.J.A.C. 6A:22-4.1 and Regulation 5111 – Section F.

Initial eligibility determinations shall be made upon presentation of an enrollment application, and enrollment shall take place immediately except in cases of clear, uncontested denials. Enrollment shall take place immediately when an applicant has provided incomplete, unclear, or questionable information, but the applicant shall be notified that the student will be removed from the school district if defects in the application are not corrected, or an appeal is not filed, in accordance with subsequent notice to be provided pursuant to N.J.A.C. 6A:22-4.2 and Regulation 5111 – Section F.





# POLICY GUIDE

## STUDENTS

5111/page 3 of 5

### Eligibility of Resident/Nonresident Students

When a student appears ineligible based on the information provided in the initial application, the school district shall issue a preliminary written notice of ineligibility, including an explanation of the right to appeal to the Commissioner of Education in accordance with N.J.A.C. 6A:22-4.1(c)2. and Regulation 5111 – Section F.

When enrollment is denied and no intent to appeal is indicated, applicants shall be advised they shall comply with compulsory education laws in accordance with N.J.A.C. 6A:22-4.1(d) and Regulation 5111 – Section F.

Enrollment or attendance at the school shall not be conditioned or denied pursuant to N.J.A.C. 6A:22-4.1(e) through (i) and Regulation 5111 – Section F.

#### Notices of Ineligibility – N.J.A.C. 6A:22-4.2

When a student is found ineligible to attend the school district pursuant to N.J.A.C. 6A:22 or the student's initial application is found to be deficient upon subsequent review or investigation, the school district immediately shall provide to the applicant notice that is consistent with Commissioner-provided sample form(s) and meets requirements of N.J.A.C. 6A:22-4.2 and Regulation 5111 – Section G.

#### Removal of Currently Enrolled Students – N.J.A.C. 6A:22-4.3

Nothing in N.J.A.C. 6A:22-4, this Policy, and Regulation 5111 shall preclude the Board from identifying through further investigation or periodic requests for revalidation of eligibility, students enrolled in the school district who may be ineligible for continued attendance due to error in initial assessment, changed circumstances, or newly discovered information pursuant to N.J.A.C. 6A:22-4.3 and Regulation 5111 – Section H.

When a student who is enrolled and attending school based on an initial eligibility determination is later determined to be ineligible for continued attendance, the Superintendent may apply to the Board for the student's removal in accordance with the provisions of N.J.A.C. 6A:22-4.3 and Regulation 5111 – Section H.





# POLICY GUIDE

## STUDENTS

5111/page 4 of 5

### Eligibility of Resident/Nonresident Students

#### Appeal to the Commissioner – N.J.A.C. 6A:22-5.1

An applicant may appeal to the Commissioner of Education the school district's determination that a student is ineligible to attend its schools in accordance with N.J.A.C. 6A:22-5.1 and Regulation 5111 – Section I.

#### Assessment and Calculation of Tuition – N.J.A.C. 6A:22-6

If no appeal to the Commissioner is filed by the parent, adult student, or district resident keeping an affidavit student following notice of an ineligibility determination, the Board may assess tuition for up to one year of a student's ineligible attendance, including the twenty-one day period provided by N.J.S.A. 18A:38-1 for appeal to the Commissioner in accordance with N.J.A.C. 6A:22-6.1 and Regulation 5111 – Section J. Tuition will be assessed and calculated in accordance with N.J.A.C. 6A:22-6.3 and Regulation 5111 – Section J.

If an appeal to the Commissioner is filed by the parent, adult student, or district resident keeping an affidavit student and the petitioner does not sustain the burden of demonstrating the student's right to attend the school district, or the petitioner withdraws the appeal, fails to prosecute, or abandons the appeal by any means other than settlement agreeing to waive or reduce tuition, the Commissioner may assess tuition in accordance with the provisions of N.J.A.C. 6A:22-6.2(a) and Regulation 5111 – Section J. Upon the Commissioner's finding that an appeal has been abandoned, the Board may remove the student from school and seek tuition in accordance with N.J.A.C. 6A:22-6.2(a)1. and Regulation 5111 – Section J.

#### Nonresident Students – N.J.S.A. 18A:38-3.a.

The Board shall receive the approval of the Executive County Superintendent (ECS) to establish a uniform tuition amount for any Board-approved nonresident student to be admitted to the school district.



# POLICY GUIDE

## STUDENTS

5111/page 5 of 5

### Eligibility of Resident/Nonresident Students

#### Children of Nonresident Staff Members

Any staff member who does not reside in this school district will not be permitted to enroll their children in the educational program of the school district.

#### Students Who Anticipate Moving to or from the District During the School Year

A nonresident student whose parent anticipates residency in this school district and has entered into a contract to buy, build, or rent a residence in this school district will not be enrolled prior to the date of residency.

A student whose parent has moved away from the school district during the course of the school year will, with Board approval, be permitted to finish the school year in the school district with the payment of a uniform tuition amount as approved by the Executive County Superintendent, pursuant to N.J.S.A. 18A:38-3.

#### F-1 Visa Students

F-1 Visa students will not be admitted to this school district.

#### J-1 Visa Students

J-1 Visa students will not be admitted to this school district.

N.J.S.A. 18A:38-1; 18A:38-1.1; 18A:38-1.3; 18A:38-3;  
18A:38-3.1; 18A:7B-12

N.J.A.C. 6A:14-3.3; 6A:17-2.1 et seq.; 6A:22-1.1 et seq.  
8 CFR 214.3

Adopted: 12 January 2006  
Revised: 05 May 2015  
Revised: 07 September 2017  
Revised: 20 June 2019  
Revised: 10 May 2025



# POLICY GUIDE

STUDENTS

5116/page 1 of 4

Education of Homeless Children and Youths

Sep 23

[See POLICY ALERT Nos. 210, 211, 224, and 231]

## 5116 EDUCATION OF HOMELESS CHILDREN AND YOUTHS

The Board of Education will admit and enroll homeless children and youths in accordance with Federal and State laws and New Jersey Administrative Code. The Board of Education adopts this Policy to be in compliance with law and administrative code to ensure the enrollment of homeless children and youths in school and to respond to appeals made by parents or other parties related to the enrollment of homeless children and youths.

The Board shall determine that a child or youth is homeless when the child or youth resides in a publicly or privately operated shelter designed to provide temporary living accommodations, including: hotels or motels; congregate shelters, including domestic violence and runaway shelters; transitional housing; and homes for adolescent mothers. A child or youth is also determined homeless when the child or youth resides in a public or private place not designated for or ordinarily used as a regular sleeping accommodation, including: cars or other vehicles including mobile homes; tents or other temporary shelters; parks; abandoned buildings; bus or train stations; or temporary shelters provided to migrant workers and their children on farm sites. A child or youth is determined homeless when the child or youth resides in the residence of relatives or friends where the homeless child or youth resides out of necessity because the child's or youth's family lacks a regular or permanent residence of its own. A child or youth is also determined homeless when the child or youth resides in substandard housing.

The school district of residence for a homeless child or youth is responsible for the education of the child and shall assume all responsibilities as required in N.J.A.C. 6A:17-2.3. The school district of residence for a homeless child or youth means the school district in which the parent of a homeless child or youth resided prior to becoming homeless.

The school district liaison designated by the Superintendent of Schools for the education of homeless children and youths is Director of Special Funded Program or designee. The school district liaison will facilitate communication and cooperation between the school district of residence and the school district where the homeless child or youth resides and shall assume all responsibilities as outlined in N.J.A.C. 6A:17-2.4(a).





# POLICY GUIDE

## STUDENTS

5116/page 2 of 4

### Education of Homeless Children and Youths

When a homeless child or youth resides in a school district, the school district liaison shall notify the liaison of the school district of residence within twenty-four hours of receiving notification from the parent, a shelter director, or an involved agency. Upon notification of the need for enrollment of a homeless child or youth, the liaison in the school district of residence shall coordinate enrollment procedures immediately based upon the best interest of the child pursuant to N.J.A.C. 6A:17-2.5(b).

The Superintendent of the school district of residence or designee shall decide in which school district the homeless child or youth shall be enrolled in accordance with the provisions of N.J.A.C. 6A:17-2.5.

Unless parental rights have been terminated by a court of competent jurisdiction, the parent retains all rights under N.J.A.C. 6A:17-2.

When a dispute occurs regarding the determination of homelessness or the determination of the school district of enrollment made by the school district of residence, the Superintendent(s) or the designee(s) of the involved district(s) or the child's or youth's parent(s) shall immediately notify the Executive County Superintendent of Schools, who, in consultation with the New Jersey Department of Education's (NJDOE) McKinney-Vento Homeless Education Coordinator or the Coordinator's designee, shall immediately decide the child's or youth's status. If a dispute remains between the parent and the involved school district(s) following the Executive County Superintendent's determination, the parent or the involved district Board(s) of Education may appeal to the Commissioner of Education for determination pursuant to N.J.A.C. 6A:3, Controversies and Disputes.

When a school district designated as the school district of residence disputes its designation as the school district of residence, or where no designation can be agreed upon by the involved school districts, the Superintendent(s) or designee(s) of the involved school districts shall immediately notify the Executive County Superintendent of Schools. The Executive County Superintendent shall make a determination immediately, if possible, but no later than within forty-eight hours and, when necessary, in consultation with the NJDOE's Homeless Education Coordinator or the Coordinator's designee.





# POLICY GUIDE

## STUDENTS

5116/page 3 of 4

### Education of Homeless Children and Youths

If the dispute regarding determination of the school district of residence does not involve the determination of homelessness and/or school district of enrollment, the school district disputing the Executive County Superintendent's determination may appeal to the NJDOE pursuant to N.J.A.C. 6A:23A-19.2(d), (e), and (f) and request a determination from the NJDOE Division of Administration and Finance. If an appeal of a determination of school district of residence also includes an appeal of the determination of homelessness and/or school district of enrollment, the appeal shall be submitted to the Commissioner of Education pursuant to N.J.A.C. 6A:3, Controversies and Disputes.

Any dispute or appeal shall not delay the homeless child's or youth's immediate enrollment or continued enrollment in the school district. The homeless child or youth shall be enrolled in the school district in which enrollment or continued enrollment is sought by the parent, pending resolution of the dispute or appeal. Disputes and appeals involving the services provided to a homeless child or youth with a disability shall be made pursuant to N.J.A.C. 6A:14.

Notwithstanding the provisions of N.J.S.A. 18A:38-1, 18A:7B-12, or 18A:7B-12.1, or any other section of law to the contrary, any student who moves from one school district to another as a result of being homeless due to an act of terrorism or due to a natural disaster which results in the declaration of a state of emergency or disaster by the State or by the Federal government, may continue to enroll in the school district in which the parent or guardian last resided prior to becoming homeless for up to two full school years after the act of terrorism or natural disaster; and during the two-year period, if the student is enrolled in the district in which the parent last resided prior to becoming homeless and the student's parent remains homeless for that period, the student shall attend that district tuition-free and that district shall provide the student transportation to and from school in accordance with N.J.S.A. 18A:7B-12.3.

Financial responsibility, including the payment of tuition for the homeless child or youth, will be in accordance with N.J.A.C. 6A:17-2.8. The school district of residence shall list the child on its annual Application for State School Aid (ASSA) pursuant to N.J.S.A. 18A:7F-33 until the parent establishes a permanent residence or is deemed domiciled in another jurisdiction pursuant to N.J.S.A. 18A:38-1.d. At that time, the school district of residence or the school district in



# POLICY GUIDE

## STUDENTS

5116/page 4 of 4

### Education of Homeless Children and Youths

which the parent has been deemed domiciled shall no longer list the student on its ASSA. The State shall assume fiscal responsibility for the tuition of the child pursuant to N.J.S.A. 18A:7B-12.1 and shall pay the tuition to the school district in which the child or youth is currently enrolled until the parent establishes a permanent residence or is deemed domiciled in another jurisdiction pursuant to N.J.S.A. 18A:38-1.d. under the circumstances outlined in N.J.A.C. 6A:17-2.8(c).

On or before December 31 of each year, the district shall report to the Office of Homelessness Prevention in the Department of Community Affairs an accounting of each instance in which the district is made aware that a student enrolled in the district because the student's parent moved to the district as a result of being homeless in accordance with N.J.S.A. 18A:38-1.f.

N.J.S.A. 18A:7B-12; 18A:7B-12.1; 18A:7B-12.3; 18A:38-1  
N.J.A.C. 6A:17-2.1 et seq.

Adopted: 12 January 2006  
Revised: 05 May 2015  
Revised: 24 August 2017  
Revised: 10 May 2025



# POLICY GUIDE

STUDENTS  
5200/page 1 of 2  
Attendance  
Dec 22  
M

[See POLICY ALERT Nos. 176, 203, 205, 220, and 229]

## 5200 ATTENDANCE

In accordance with the provisions of N.J.S.A. 18A:38-25, every parent or other person having control and custody of a child between the ages of six and sixteen shall cause the child to regularly attend school. The Board of Education requires students enrolled in the school district attend school regularly in accordance with the laws of the State.

For the purpose of this Policy and Regulation 5200, “parent” means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s), or surrogate parent(s) of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, “excused” and “unexcused” student absences, for the purpose of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit is a Board decision outlined in N.J.A.C. 6A:16-7.6 and Policy and Regulation 5200. In accordance with the provisions of N.J.A.C. 6A:16-7.6 and for the purposes of Policy and Regulation 5200, a student’s absence from school will either be excused or unexcused. Unexcused absences will count toward truancy.

A parent or adult student shall provide advance notice to the school prior to the student being absent from school. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student’s absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student’s parent to notify the parent of the absence and determine the reason for the absence.

Students that are absent from school for any reason are responsible for the completion of assignments missed because of their absence. In accordance with N.J.S.A. 18A:36-14, a student who is absent from school for observing a religious holiday shall not be deprived of any award, eligibility, or opportunity to compete





# POLICY GUIDE

STUDENTS  
5200/page 2 of 2  
Attendance

for any award, or deprived of the right to take an alternate test or examination that was missed because of the absence provided there is a written excuse of such absence signed by the parent.

Prolonged or repeated absences, excused or unexcused, from school or from class, deprive students of the educational and classroom experiences deemed essential to learning and may result in retention at grade level or loss of credit or removal from a course that would count toward the high school diploma in accordance with policies of this Board.

Students shall be subjected to the school district's response for unexcused absences that count toward truancy during the school year as outlined in N.J.A.C. 6A:16-7.6(a)4. and Regulation 5200.

Unexcused absences from school or from classes within the school day may subject a student to consequences that may include the denial of a student's participation in co-curricular activities and/or athletic competition. Repeated absences from school interfere with efforts of the Board and its staff in the maintenance of good order and the continuity of classroom instruction and such absences may result in the removal of the student from a class or course of study.

The Superintendent shall calculate and monitor the average daily attendance rate for the district and for each school in the district. Whenever the average daily attendance rate does not meet the New Jersey Department of Education requirements the Superintendent or designee shall develop a district improvement plan to improve student attendance pursuant to N.J.A.C. 6A:30-5.2.

N.J.S.A. 18A:36-14; 18A:36-25.6; 18A:38-25; 18A:38-25.1;  
18A:38-25.2; 18A:38-26

N.J.S.A. 34:2-21.1 et seq.

N.J.A.C. 6A:16-7.6; 6A:30-5.2; 6A:32-8; 6A:32-13

Adopted: 12 January 2006  
Revised: 12 February 2015  
Revised: 06 May 2015  
Revised: 07 September 2017  
Revised: 10 May 2025





# POLICY GUIDE

STUDENTS  
5512/page 1 of 27  
Harassment, Intimidation, or Bullying  
Dec 24  
M

[See POLICY ALERT Nos. 179, 180, 181, 182, 183, 188, 193, 194, 200, 216, 227, 229, and 234]

5512 HARASSMENT, INTIMIDATION, OR BULLYING

Table of Contents

<u>Section</u>	<u>Section Title</u>
A.	Prohibiting Harassment, Intimidation, or Bullying
B.	Definition of Harassment, Intimidation, or Bullying
C.	Student Behavior
D.	Consequences and Remedial Actions
E.	Reporting Harassment, Intimidation, or Bullying
F.	Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)
G.	Investigating Allegations of Harassment, Intimidation, or Bullying
H.	Responding to Harassment, Intimidation, or Bullying
I.	Reprisal or Retaliation
J.	False Accusations of Harassment, Intimidation, or Bullying
K.	Additional Policy Requirements
L.	Harassment, Intimidation, or Bullying Training and Prevention Programs
M.	Reports to Board of Education and New Jersey Department of Education
N.	School and District Grading Requirements



# POLICY GUIDE

STUDENTS

5512/page 2 of 27

Harassment, Intimidation, or Bullying

- O. Reports to Law Enforcement
- P. Collective Bargaining Agreements and Individual Contracts
- Q. Students with Disabilities
- A. Prohibiting Harassment, Intimidation, or Bullying

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. The Board has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards; harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Since students learn by example, school administrators, faculty, staff, and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); resource family parent(s); or surrogate parent(s) of a student. When parents are separated or divorced, "parent" means the person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

## B. Definition of Harassment, Intimidation, or Bullying

"Harassment, intimidation, or bullying" means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;



# POLICY GUIDE

## STUDENTS

5512/page 3 of 27

### Harassment, Intimidation, or Bullying

2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
  - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
  - b. Has the effect of insulting or demeaning any student or group of students; or
  - c. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

The Board of Education recognizes that bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing "a real or perceived power imbalance" may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.

"Electronic communication" means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device in accordance with N.J.A.C. 6A:16-1.3.

In accordance with the Board's Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as "cyber-bullying" (e.g., the use of electronic means to harass, intimidate, or bully) are addressed in this Policy.





# POLICY GUIDE

## STUDENTS

5512/page 4 of 27

Harassment, Intimidation, or Bullying

### C. Student Behavior

The Board of Education expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.

The Board believes that standards for student behavior must be set cooperatively through interaction among the parents and other community representatives, school administrators, school employees, school volunteers, and students of the school district, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and that it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities for helping students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students' abilities to grow in self-discipline.

The Board expects students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, or bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and





# POLICY GUIDE

## STUDENTS

5512/page 5 of 27

### Harassment, Intimidation, or Bullying

4. Sanctions and due process for violations of the Code of Student Conduct.

Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, school employees, volunteers, students, and community representatives, in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, the Board developed guidelines for student conduct, taking into consideration the nature of the behavior; the nature of the student's disability, if any and to the extent relevant; the developmental ages of students; severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent shall annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. The school district will support students who:

1. Walk away from acts of harassment, intimidation, or bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, or bullying to the designated school staff member.



# POLICY GUIDE

STUDENTS

5512/page 6 of 27

Harassment, Intimidation, or Bullying

## D. Consequences and Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses; consider the developmental ages of the student offenders; the nature of the student's disability, if any and to the extent relevant; and students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7.

The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

### Factors for Determining Consequences

- Age, disability (if any and to the extent relevant), developmental and maturity levels of the parties involved and their relationship to the school district;
- Degrees of harm;
- Surrounding circumstances;
- Nature and severity of the behaviors;
- Incidences of past or continuing patterns of behavior;
- Relationships between the parties involved; and
- Context in which the alleged incidents occurred.



# POLICY GUIDE

STUDENTS

5512/page 7 of 27

Harassment, Intimidation, or Bullying

## Factors for Determining Remedial Measures

### Personal:

- Life skill deficiencies;
- Social relationships;
- Strengths;
- Talents;
- Traits;
- Interests;
- Hobbies;
- Extra-curricular activities;
- Classroom participation;
- Academic performance;
- Relationship to peers; and
- Relationship between student/family and the school district.

### Environmental:

- School culture;
- School climate;
- Student-staff relationships and staff behavior toward the student;
- General staff management of classrooms or other educational environments;
- Staff ability to prevent and manage difficult or inflammatory situations;
- Availability of programs to address student behavior;
- Social-emotional and behavioral supports;
- Social relationships;
- Community activities;
- Neighborhood situation; and
- Family situation.



# POLICY GUIDE

## STUDENTS

5512/page 8 of 27

### Harassment, Intimidation, or Bullying

#### Examples of Consequences and Remedial Measures

The consequences and remedial measures may include, but are not limited to, the examples listed below:

##### Examples of Consequences:

- Admonishment;
- Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);
- Deprivation of privileges;
- Classroom or administrative detention;
- Referral to disciplinarian;
- In-school suspension during the school week or the weekend;
- Out-of-school suspension (short-term or long-term);
- Reports to law enforcement or other legal action;
- Expulsion; and
- Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.

##### Examples of Remedial Measures

###### Personal:

- Restitution and restoration;
- Peer support group;
- Recommendations of a student behavior or ethics council;
- Corrective instruction or other relevant learning or service experience;
- Supportive student interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;
- Behavioral management plan, with benchmarks that are closely monitored;
- Assignment of leadership responsibilities (e.g., hallway or bus monitor);





# POLICY GUIDE

STUDENTS

5512/page 9 of 27

Harassment, Intimidation, or Bullying

- Involvement of school "disciplinarian;"
- Student counseling;
- Parent conferences;
- Alternative placements (e.g., alternative education programs);
- Student treatment; and
- Student therapy.

Environmental (Classroom, School Building, or School District):

- School and community surveys or other strategies for determining the conditions contributing to HIB;
- School culture change and school climate improvement;
- Adoption of research-based, systemic bullying prevention programs;
- School policy and procedures revisions;
- Modifications of schedules;
- Adjustments in hallway traffic;
- Modifications in student routes or patterns traveling to and from school;
- Supervision of student before and after school, including school transportation;
- Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
- Teacher aides;
- Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
- General professional development programs for certificated and non-certificated staff;
- Professional development plans for involved staff;
- Disciplinary action for school staff who contributed to the problem;
- Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Parent conferences;
- Family counseling;
- Involvement of parent-teacher organizations;
- Involvement of community-based organizations;
- Development of a general bullying response plan;
- Recommendations of a student behavior or ethics council;



# POLICY GUIDE

## STUDENTS

5512/page 10 of 27

### Harassment, Intimidation, or Bullying

- Peer support groups;
- Alternative placements (e.g., alternative education programs);
- School transfers; and
- Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.

The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent.

While the majority of incidents may be addressed solely by school officials, the Superintendent or designee and the Principal shall report a harassment, intimidation, or bullying incident to law enforcement officials if the conduct rises to the level of a mandatory report as outlined in the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.

#### Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand; increment withholding; legal action; disciplinary action; termination; and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.



# POLICY GUIDE

STUDENTS

5512/page 11 of 27

Harassment, Intimidation, or Bullying

## E. Reporting Harassment, Intimidation, or Bullying

The Board of Education requires the Principal at each school to be responsible for receiving all complaints alleging harassment, intimidation, or bullying committed by an adult or youth against a student. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and contracted service providers who have contact with students, also shall submit a New Jersey Department of Education-approved HIB 338 Form to the Principal within two school days of the verbal report. Failure to make the required report(s) may result in disciplinary action. The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.

The district may not fail to initiate an investigation of harassment, intimidation, or bullying solely because written documentation was not provided. Failing to conduct a harassment, intimidation, or bullying investigation solely because a parent or student did not submit written documentation violates the Anti-Bullying Bill of Rights Act and this Policy. If a parent makes a verbal allegation of harassment, intimidation, or bullying to a district staff member, but does not complete and submit the HIB 338 Form, the staff member or a designee must complete and submit the HIB 338 Form.

The Principal or designee is required to inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. Pursuant to N.J.A.C. 6A:16-7.7(a)2.viii.(2), when providing notification to the parents of all students involved, the Principal or designee shall take into account the circumstances of the incident when conveying the nature of the incident, including the actual or perceived category motivating the alleged offense. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.





# POLICY GUIDE

## STUDENTS

5512/page 12 of 27

### Harassment, Intimidation, or Bullying

The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. The school district shall provide a person an online means to complete the HIB 338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.

A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The Principal shall promptly submit a copy of each completed HIB 338 Form to the Superintendent.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, in addition to making the HIB 338 Form available online, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, or bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).





# POLICY GUIDE

STUDENTS

5512/page 13 of 27

Harassment, Intimidation, or Bullying

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;
- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
- c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
- d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
- e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, or bullying in the district.

2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from the currently employed staff in the school.



# POLICY GUIDE

STUDENTS

5512/page 14 of 27

Harassment, Intimidation, or Bullying

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
- b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
- c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.

3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist, a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;
- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;



# POLICY GUIDE

## STUDENTS

5512/page 15 of 27

### Harassment, Intimidation, or Bullying

- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 USC1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

#### G. Investigating Allegations of Harassment, Intimidation, or Bullying

##### Investigate All Reports

The Board of Education requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. All details of an alleged incident must be populated into the HIB 338 Form. However, completing the form shall not delay beginning the investigation in accordance with the law.





# POLICY GUIDE

## STUDENTS

5512/page 16 of 27

### Harassment, Intimidation, or Bullying

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti-Bullying Specialist appointed by the Principal. The Principal may appoint additional personnel who are not school Anti-Bullying Specialists to assist the school Anti-Bullying Specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The Anti-Bullying Specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti-Bullying Specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services; order counseling; establish training programs to reduce harassment, intimidation, or bullying and enhance school climate; or take or recommend other appropriate action, including seeking further information as necessary.





# POLICY GUIDE

## STUDENTS

5512/page 17 of 27

### Harassment, Intimidation, or Bullying

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct; intervention services provided; counseling ordered; training established; or other action taken or recommended by the Superintendent.

Parents of students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board. The district may not divulge personally identifying information or any information that could result in the identification of any student other than the child of the parents being notified.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4.1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the Anti-Bullying Specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.



# POLICY GUIDE

## STUDENTS

5512/page 18 of 27

### Harassment, Intimidation, or Bullying

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying, or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's Anti-Bullying Specialist in consultation with the approved private school for students with disabilities.

#### H. Responding to Harassment, Intimidation, or Bullying

The Board of Education authorizes the Principal of each school to define the range of ways in which school staff will respond once an incident of harassment, intimidation, or bullying is confirmed, and the Superintendent shall respond to confirmed harassment, intimidation, or bullying, according to the parameters described below and in this Policy. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring that the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district levels or by law enforcement officials.





# POLICY GUIDE

## STUDENTS

5512/page 19 of 27

### Harassment, Intimidation, or Bullying

Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions.

In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.

This Policy and the Code of Student Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action).



# POLICY GUIDE

## STUDENTS

5512/page 20 of 27

### Harassment, Intimidation, or Bullying

2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, parent programs, and information disseminated to students and parents, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices or strategies for fostering expected student behavior.
4. District-wide responses can include community involvement in policy review and development; professional development programs; adoption of curricula and school-wide programs; coordination with community-based organizations (e.g., mental health, health services, health facilities, law enforcement officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board's Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2.

In providing support for victims of harassment, intimidation, or bullying, the district should identify a range of strategies and resources, which may include, but is not limited to, the following actions for individual victims:

- Counseling;
- Teacher Aides;
- Hallway and playground monitors;
- Schedule changes;
- Before and after school supervision;
- School transportation supervision;
- School transfers; and
- Therapy.





# POLICY GUIDE

## STUDENTS

5512/page 21 of 27

### Harassment, Intimidation, or Bullying

#### I. Reprisal or Retaliation

The Board of Education prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures.

#### J. False Accusations of Harassment, Intimidation, or Bullying

The Board of Education prohibits any person from falsely accusing another as a means of harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student could range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions;
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students could entail discipline in accordance with district policies, procedures, and agreements; and
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services.



# POLICY GUIDE

## STUDENTS

5512/page 22 of 27

### Harassment, Intimidation, or Bullying

#### K. Additional Policy Requirements

The Board of Education requires the Superintendent to annually disseminate this Policy to all school employees, contracted service providers who have contact with students, school volunteers, students and parents who have children enrolled in a school in the school district, along with a statement explaining that this Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14, that occur on school property, at school-sponsored functions or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall post a link to this Policy that is prominently displayed on the home page of the school district's website. The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent shall post the name, school phone number, school address and school email address of the district Anti-Bullying Coordinator on the home page of the school district's website. Additionally, the Superintendent shall post the contact information for the School Climate State Coordinator on the school district home page alongside this Policy.

Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website.

The Superintendent shall post the New Jersey Department of Education's Guidance for Parents on the Anti-Bullying Bill of Rights Act on the district homepage and on the homepage for each school in the district with a website.



# POLICY GUIDE

## STUDENTS

5512/page 23 of 27

### Harassment, Intimidation, or Bullying

The Superintendent and the Principals shall provide training on the school district's harassment, intimidation, or bullying policies to school employees contracted service providers and volunteers who have significant contact with students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff, contracted service providers and school volunteers who have significant contact with students.

The Superintendent shall develop and implement a process for annually discussing the school district policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the School Safety/School Climate Team, with input from the school Anti-Bullying Specialist, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

#### L. Harassment, Intimidation, or Bullying Training and Prevention Programs

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction on harassment, intimidation, or bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18A:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member shall complete, during the first year of the member's first term, a training program on harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:12-33.





# POLICY GUIDE

STUDENTS

5512/page 24 of 27

Harassment, Intimidation, or Bullying

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, or bullying as required in N.J.S.A. 18A:26-8.2.

The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district shall observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, or bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district shall provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the New Jersey Student Learning Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district shall annually establish, implement, document, and assess harassment, intimidation, or bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:37-17.

M. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, or bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.





# POLICY GUIDE

STUDENTS

5512/page 25 of 27

Harassment, Intimidation, or Bullying

## N. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18A:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

## O. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials (MOA), if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Law enforcement officials may request a suspension or stay of the district's harassment, intimidation, or bullying investigation if the conduct is being investigated by law enforcement. If law enforcement officials request a suspension or stay of a harassment, intimidation, or bullying investigation, school officials will follow the provisions of the MOA regardless of where the district is in the harassment, intimidation, or bullying investigation timeline.

School officials will immediately memorialize the request, in writing, from law enforcement and advise the parent(s) of the alleged perpetrator(s) and alleged victim(s) of law enforcement's request. The notice to parents must include notice that the district is obligated under New Jersey's Law Against Discrimination to address student-on-student bias-based harassment and the statute of limitations for filing a complaint in the Division of Civil Rights will not be extended due to law enforcement's request.

If law enforcement has not affirmatively requested a stay or suspension of a harassment, intimidation, or bullying investigation, but the school district believes the action(s) involved may constitute a criminal offense(s), school officials will contact law enforcement to inquire as to whether law enforcement may want to investigate the matter.



# POLICY GUIDE

STUDENTS

5512/page 26 of 27

Harassment, Intimidation, or Bullying

Some acts of harassment, intimidation, or bullying may be bias-related acts and school officials must report to law enforcement officials any bias-related acts, in accordance with N.J.A.C. 6A:16-6.3.(e), and pursuant to the provisions of the MOA.

P. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. shall be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011) pursuant to N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

Q. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. shall alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports pursuant to N.J.S.A. 18A:37-32.

The school district shall submit all subsequent amended Harassment, Intimidation, or Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.



# POLICY GUIDE

STUDENTS

5512/page 27 of 27

Harassment, Intimidation, or Bullying

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 through 6A:16-7.9

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying  
on School Property, at School-Sponsored Functions and on School Buses –  
August 2022 – New Jersey Department of Education

A Uniform State Memorandum of Agreement Between Education and Law  
Enforcement Officials – 2023 Revisions

Adopted: 12 January 2006  
Revised: 11 October 2007  
Revised: 02 October 2008  
Revised: 21 September 2010  
Revised: 06 May 2015  
Revised: 13 September 2018  
Revised: 09 March 2023  
Revised: 10 May 2025



# POLICY GUIDE

STUDENTS  
5570/page 1 of 2  
Sportsmanship  
Feb 24

[See POLICY ALERT No. 232]

## 5570 SPORTSMANSHIP

The Board of Education requires that all individuals involved in or attending the athletic and intramural programs sponsored by the Board exhibit sportsmanship when representing the school at any athletic event. Sportsmanship is defined as abiding by the rules of the contest as defined or accepted by the participating teams. In exhibiting sportsmanship all participants shall:

1. Respect and follow the rules of the contest;
2. Recognize skilled performance of others regardless of affiliation;
3. Display respect for all individuals participating in the athletic event;
4. Treat opponents in an empathetic manner; and
5. Congratulate opponents in victory or defeat.

Unsportsmanlike conduct shall include, but not be limited to, the following:

1. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who strikes or physically abuses an official, coach, player, or spectator;
2. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who intentionally incites participants or spectators to violent or abusive action;
3. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who uses obscene gestures or profane or unduly provocative language or action towards officials, coaches, opponents, or spectators;





# POLICY GUIDE

STUDENTS  
5570/page 2 of 2  
Sportsmanship

4. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who engages in harassing verbal or physical conduct which exhibits bias based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)
5. Any school or athletic staff member who is publicly critical of a game official, opponents, and/or opposing coaches/players;
6. Other conduct judged by the Principal or designee to be unsportsmanlike in character; and
7. Any violation of the rules of the New Jersey State Interscholastic Athletic Association.

Schools are not permitted to conduct pre-meet/game activities of an intimidating nature, e.g., the use of fog machines, the blaring of sirens or loud music/unusual sound effects, strobe/unusual lighting effects, or similar type activities.

Failure to exhibit good sportsmanship may subject the individual to disciplinary action as deemed appropriate by the Board.

NJSIAA General Information Constitution By-laws Rules and Regulations 2023-2024

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 12 January 2006

Revised: 10 May 2025



# POLICY GUIDE

STUDENTS

5751/page 1 of 3

Sexual Harassment of Students

Oct 21

M

[See POLICY ALERT No. 225]

## 5751 SEXUAL HARASSMENT OF STUDENTS

The Board of Education will not tolerate sexual harassment of students by school employees, other students, or third parties. Sexual harassment of students is a form of prohibited sex discrimination. In accordance with Title IX of the Education Amendments of 1972 and the Code of Federal Regulations (CFR), 34 CFR §106, the school district adopts this Policy and implement practices to investigate and resolve allegations of sexual harassment of students engaged in by school employees, other students, or third parties pursuant to 34 CFR §106.3(c). In addition, reports of sexual harassment shall also be investigated in accordance with the requirements of New Jersey's Anti-Bullying Bill of Rights Act and Policy 5512.

For the purposes of Policy 5751 and in accordance with 34 CFR §106:

1. "Sexual harassment" (34 CFR §106.30(a)) means conduct on the basis of sex that satisfies one or more of the following:
  - a. An employee of the school district conditioning the provision of an aid, benefit, or service of the school district on a student's participation in unwelcome sexual conduct;
  - b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the school district's education program or activity; or
  - c. "Sexual assault" as defined in 20 U.S.C. §1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. §12291(a)(10), "domestic violence" as defined in 34 U.S.C. §12291(a)(8), or "stalking" as defined in 34 U.S.C. §12291(a)(30).

Sexual harassment may take place electronically or on an online platform used by the school, including, but not limited to, computer and internet networks; digital platforms; and computer hardware or software owned or operated by, or used in the operations of the school.

In accordance with 34 CFR §106.8(a), any person may report sex discrimination, including sexual harassment using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.



# POLICY GUIDE

## STUDENTS

5751/page 2 of 3

### Sexual Harassment of Students

A school district with “actual knowledge” of sexual harassment in the educational program or activity of the school district against a student, must respond promptly in a manner that is not “deliberately indifferent”.

Any school employee who receives a complaint of sexual harassment or is aware of behavior that could constitute sexual harassment is required to report that information to the Title IX Coordinator in accordance with the provisions of 34 CFR §106.8(a) and B.1. of Regulation 5751. The district must report any potential child abuse in accordance with N.J.S.A. 18A:36-24; N.J.S.A.18A:36-25; N.J.A.C. 6A:16-11.1; and Policy and Regulation 8462.

The Title IX Coordinator shall notify persons entitled to a notification pursuant to 34 CFR §106.8(a)(1) that the school district does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX and Policy and Regulation 5751 not to discriminate in such a manner in accordance with 34 CFR §106.8(b)(1).

The Title IX Coordinator shall prominently display the contact information required to be listed for the Title IX Coordinator pursuant to 34 CFR §106.8(b)(2)(i) on the school district’s website and in each handbook or catalog the school district makes available to persons entitled to a notification in accordance with 34 CFR §106.8(a). Policy and Regulation 5751 shall be prominently displayed on the district’s website and accessible to anyone.

Supportive measures shall be available to the Complainant, Respondent, and as appropriate, witnesses or other impacted individuals.

The school district shall use the grievance process outlined in 34 CFR §106.45 and Regulation 5751 to address formal complaints of sexual harassment. The school district shall offer both parties an appeal process as outlined in 34 CFR §106.45 and Regulation 5751 from a determination regarding responsibility for sexual harassment and from the Title IX Coordinator’s dismissal of a formal complaint or any allegations of sexual harassment.

The Title IX Coordinator shall be responsible for effective implementation of any remedies in accordance with 34 CFR §106.45(b)(7)(iv). The appropriate school official designated by the Superintendent, after consultation with the Title IX Coordinator, will determine sanctions imposed and remedies provided, if any.





# POLICY GUIDE

## STUDENTS

5751/page 3 of 3

### Sexual Harassment of Students

Consistent with the laws of New Jersey a student's parent must be permitted to exercise the rights granted to their child under this Policy, whether such rights involve requesting supportive measures, filing a formal complaint, or participating in a grievance process.

The Superintendent or designee shall ensure that Title IX Coordinators, investigators, decision-makers, appeal officer, and any person who facilitates an informal resolution process, receive training in accordance with 34 CFR §106.45(b)(1)(iii).

The school district or any employee of the school district shall not intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or Policy 5751, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy, in accordance with 34 CFR §106.71(a).

For each school district response to sexual harassment required under 34 CFR §106.44, the school district shall create and maintain for a period of seven years, records in accordance with 34 CFR §106.45(b)(10).

The Superintendent or designee shall consult with the Board Attorney to ensure the school district's response to allegations of sexual harassment and the school district's grievance process are in accordance with 34 CFR §106.44 and 34 CFR §106.45.

Any time a report is made to the Title IX Coordinator or formal complaint is filed pursuant to this Policy and in accordance with 34 CFR §106, the Title IX Coordinator shall forward the report or complaint to the Principal of the school building attended by the alleged victim for the Principal to follow the requirements of New Jersey's Anti-Bullying Bill of Rights Act and Policy 5512.

34 CFR §106

United States Department of Education, Office for Civil Rights – Questions and Answers on the Title IX Regulations on Sexual Harassment (July 20, 2021)

Adopted: 12 January 2006

Revised: 08 May 2019

Revised: 10 May 2025





# POLICY GUIDE

STUDENTS

5842/page 1 of 2

Equal Access of Student Organizations

Feb 24

[See POLICY ALERT No. 232]

## 5842 EQUAL ACCESS OF STUDENT ORGANIZATIONS

The Board of Education will permit the use of school facilities by student-initiated organizations for non-curricular student activities. A student-initiated organization, regardless of the size of the group, will not be denied an opportunity to meet and use school facilities on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or the political, philosophical, or other content of the speech at their meeting.

An application for permission to meet on school premises shall be made to the Principal or designee, who shall grant permission provided it is determined that:

1. The activity has been initiated by students;
2. Attendance at the meeting is voluntary;
3. The meeting is for a lawful purpose;
4. The meeting does not materially and substantially interfere with the orderly conduct of instructional activities in the school;
5. Nonschool persons do not direct, conduct, control, or regularly attend the activity; and
6. The activity is adequately supervised by appropriately certified school district staff.

A student-initiated group granted permission to meet on school premises shall be subject to the same rules and regulations that govern the meetings of student organizations sponsored by this Board, except as provided by this Policy.



# POLICY GUIDE

STUDENTS

5842/page 2 of 2

Equal Access of Student Organizations

Participation in a student-initiated meeting must be available to all students who wish to attend and cannot be denied on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a). The Board will not permit the organization of a fraternity, sorority, or secret society in accordance with N.J.S.A. 18A:42-5 and 18A:42-6.

Access to school facilities by student organizations will be provided within the governing principles of the First Amendment of the Constitution of the United States.

School district staff involvement in student organizations shall be in accordance with the governing principles of the First Amendment of the Constitution of the United States.

An appropriately certified staff member shall be assigned to attend a student-initiated meeting in a custodial capacity and shall not participate in the activity while serving in this custodial capacity. No teaching staff member shall be required to attend a student-initiated meeting if the content of the speech at the meeting is contrary to their beliefs.

The Principal or designee may take such actions as may be necessary to maintain order and discipline on school premises and to protect the safety and well-being of students and staff members.

20 U.S.C.A. 1701 et seq.

United State Department of Education – Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 12 January 2006

Revised: 10 May 2025



# REGULATION GUIDE

PROGRAM  
R 2520/page 1 of 2  
Instructional Supplies  
Mar 23  
M

[See POLICY ALERT No. 230]

## R 2520 INSTRUCTIONAL SUPPLIES

### A. Definition

“Supplies” are the consumable materials distributed to teachers and students for the successful implementation of the instructional program.

### B. Supply Procedures

1. Each staff member will be able to request supplies by submitting a request to the Principal or designee.
2. Supplies will be kept in a secure location. The Principal or designee will be responsible to approve the request of supplies for their school and staff.
3. The staff member’s request will be retained by the staff member and the Principal or designee.
4. At the end of each school year, a record of the inventory of supplies retained by the staff member shall be reported by the staff member to the Principal or designee.
5. The Principal will encourage all staff members to suggest additional supplies and/or replacements for the supplies used.



# REGULATION GUIDE

PROGRAM  
R 2520/page 2 of 2  
Instructional Supplies

## C. Cost of Supplies

Supplies will be made available without charge to all students, except in the following circumstances:

1. Where non-reusable clothing or personal equipment, such as gym outfits, is required for the safety, health, or the protection of school property, students will be requested to provide their own clothing or equipment. The Principal may require that such clothing or equipment meet school standards and may recommend a suitable vendor for the clothing or equipment.
2. Where a student enrolled in a class or activity in which an item is made, such as woodshop or home economics, chooses to prepare and keep a useful item, the student may be required to pay the costs of the materials used. Students shall always be given the option of preparing an item for use by the school, for which no charge will be made. Any charge made under this regulation will be presented in writing by the teacher with a copy to the Principal or designee and the moneys collected will be deposited with the Business Office.
3. Students may be required to provide supplies for their participation in co-curricular activities.
4. A student who is eligible for free and reduced rate meals will not be required to pay for any supplies, including those exempted from free distribution in paragraph C.1., 2., and 3. above.
5. Staff members shall report to the Principal or designee any student who is suspected of being unable to pay for supplies.

Issued: 12 January 2006  
Revised: 10 May 2025





# PERTH AMBOY PUBLIC SCHOOLS

2025-2026 Proposed Calendar

**New Business**

**July 2025**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**August 2025**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**September 2025**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						19

**October 2025**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						22

**November 2025**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						13

**December 2025**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						17

**January 2026**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						19

**February 2026**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
						19

**March 2026**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
						22

**April 2026**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						16

**May 2026**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						20

**June 2026**

Sun	Mon	Tues	Wed	Thur	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						18

**School Closed/ Holidays**

**Board Meetings**

**Early Dismissal-Last Day of School**

**First Day of School for Students**

**Teacher In-Service Days - 3 Days No Students**

**Total 185 Days - 4 Inclement Weather Days**

185

Dark purple reflects date for a new board meeting on July 8, 2025